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ABSTRACT

Employment trends within 45 selected Federal agencies are surveyed in detail in an attempt to compare the utilization of minorities and women within the Federal Government. In addition the data are described as providing a benchmark for assessing the Federal Government's commitment to affirmative recruitment. Overall findings are the following: (1) Minorities and women suffered disproportionately from the Reagan Administration's reductions-in-force; (2) Agencies which reported participation rates for minorities and women equal to or higher than the Federal government-wide averages and reported progress for these groups in 1983, tended to reflect greater distribution of minorities and women in the mid-level bridge positions and/or upper grades as well; (3) Despite affirmative action goals and legislative mandates, minority status in the Federal workforce in 1983 had improved little over 1979--minorities continued to be clustered in the low salary grades; and (4) While women constituted nearly half of the total Federal Government Service (GS) workforce, they continued to be concentrated in the lower salary grades. They made limited progress in gaining employment at the mid or upper salary levels, but there was no significant advancement in their representation in the highest paying jobs. In the light of these findings and the prospect of a continued decline in the Federal workforce, it is concluded that a stronger commitment to affirmative action principles is called for. (RDN)

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98th Congress
2d Session } COMMITTEE PRINT

THE STATE OF AFFIRMATIVE ACTION IN THE FEDERAL GOVERNMENT: STAFF REPORT ANALYZING 1980 AND 1983 EMPLOYMENT PROFILES

PREPARED BY THE

SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES

OF THE

COMMITTEE ON EDUCATION AND LABOR

UNITED STATES

HOUSE OF REPRESENTATIVES

U.S. DEPARTMENT OF EDUCATION
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INTRODUCTION

> "It has long been the policy of the United States Government to provide equal opportunity in Federal employment on the basis of merit and fitness and without discrimination because of race, color, religion, sex, national origin, handicap or age." [1]

Title VII of the Civil Rights Act of 1964 adopted a basic antidiscrimination policy to protect private sector employees. In 1972, the Equal Employment Opportunity Act was passed by Congress, adding Section 717 to Title VII to extend the antidiscrimination coverage to federal employees (42 U.S.C. 2000e–16). Congress reaffirmed this public policy by adopting the Civil Service Reform Act of 1978 (Public Law 95–454). Section 310 of that Act, often referred to as the Garcia Amendment or the Federal Equal Opportunity Recruitment Program (FEORP), mandates Federal agency affirmative recruitment of underrepresented minorities and women. Agencies are required to undertake such recruitment whenever underrepresentation is found in specific occupations or grade levels. Increased representation of minorities and women in applicant pools eventually will result in more representative hiring, producing a Federal workforce reflective of the country's diverse population.

Federal civilian employment reached a peak of 3.4 million individuals during World War II. Since 1967, the number has fluctuated at around 2.8 million workers. The 1983 survey of selected Federal agencies reflected 23 percent minority participation and 47 percent female utilization, compared to the national civilian labor force participation rates of 13 percent and 43 percent respectively. Clearly, the representation of minorities and women in the sample Federal workforce exceeded their representation in the civilian labor force.

The Subcommittee on Employment Opportunities, which has jurisdiction over matters relating to equal employment opportunity and affirmative action, has documented in two previous staff reports that government-wide statistics showed a concentration of minorities and women in the lower salary grade ranges. Minorities have made limited progress, vis-a-vis gaining employment with the Federal Government at all grade levels. However, this progress has been slight, and has not significantly changed the distribution of minorities in the Federal workforce. In addition, the representation of women in the upper and lower grade ranges did not mirror their representation in the workforce as a whole.[2]

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[1] Executive Order 11478 signed August 8, 1969.

[2] Staff Report Comparing Figures for Minority and Female Employment in the Federal Government, 1975 and 1977, and in Forty-Four Selected Agencies (May 1978); and Comparison of Employment Trends for Women and Minorities in Forty-Five Selected Federal Agencies (July 1980).

This current report, prepared by the staff of the Subcommittee on Employment Opportunities, surveys employment trends within 45 selected Federal agencies in an attempt to compare the utilization of minorities and women within the Federal Government. In addition, the data will provide a convenient benchmark for assessing the Federal Government's commitment to Section 310 of the Civil Service Reform Act of 1978, which mandates affirmative recruitment of underrepresented minorities and women. Responsibility for development of the regulations and enforcement of Section 310 provisions is jointly shared by the Office of Personnel Management and the Equal Employment Opportunity Commission.

As one of the largest employers in the United States and the one charged with enforcing the body of civil rights laws, the Federal Government professes to be an equal employment opportunity (EEO) employer. This policy of nondiscrimination has had bipartisan support over the years, and agency heads have been directed to adopt measures to make this policy a reality. This staff report measures the Federal Government's progress toward reaching that goal.

GENERAL FINDINGS

After the Reagan Administration took office, the Federal workforce declined in 1981 and 1982. Federal employment rose by 1 percent from 1982–1983. This was the first increase since 1980, slightly exceeding the total when President Reagan took office despite Administration pronouncements to reduce government employment. The largest employment increases occurred in agencies dealing with national defense and international relations.[3]

In an attempt to cut the rate of growth of the Federal workforce, the Administration has instituted reductions-in-force (RIFs) affecting thousands of government workers through downgrades, lateral reassignments, or forced retirements or separations. A 1983 survey indicated that RIFs had an impact on 6,170 federal employees. Minorities and women suffered disproportionately from these RIFs—of those workers, 2,214 or 35.9 percent were women and 2,386 or 38.7 percent were minorities.[4]

Agencies which reported participation rates for minorities and women equal to or higher than the Federal government-wide averages and reported progress for these groups in 1983, tend to reflect greater distribution of minorities and women in the mid-level bridge positions and/or upper grades as well. The Federal agencies which offered better employment and advancement opportunities for women and minorities included:

ACTION;
Commission on Civil Rights;
Department of Education;
Department of Health & Human Services;
Department of Housing & Urban Development;

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[3] Of the 45 selected Federal agencies surveyed, 13 agencies reported increases in total GS employment; 7 (or 54%) out of the 13 agencies reporting an increased workforce had missions relating to national defense or international relations.

[4] Report on Fiscal 1983 Reduction in Force by the Federal Government Service Task Force (February 1984).

Equal Employment Opportunity Commission;
Federal Labor Relations Authority;
Merit Systems Protection Board;
National Science Foundation; and
U.S. Information Agency

Other agencies with employment increases but showed no significant progress for minorities and/or women; others with cutbacks in their workforce, with corresponding cutbacks in the representation of minorities and/or women; or those which continue to reflect a poor affirmative action record included:

Defense Logistics Agency;
Department of Agriculture;
Department of the Air Force;
Department of the Army;
Department of Commerce;
Department of Energy;
Department of Interior;
Department of the Navy;
Department of Transportation; and
Nuclear Regulatory Commission

Minorities

Based upon the agencies surveyed, there has been very slow progress for minorities at all grade levels in Federal employment since 1980. With a few exceptions, the traditional concentration of minorities in the low-level, low-status occupations and the underutilization of minorities in the upper-level, higher-paying positions persisted throughout most of the Federal workforce during the period 1980–1983.

Compared to the 1979 data on the Federal agencies surveyed, the gains for minorities have been minimal at the mid to upper grades—from 14 percent to 17 percent in grades 9–12; from 9 percent to 10 percent in grades 13–15; and there was no change from 1979 to 1983 in grades 16–18, where the percentage of minorities remained at 5 percent.

Generally, the proportion of minorities is inverse to the level of rank: the higher the rank, the smaller the proportion of minorities and vice versa. Despite affirmative action goals and legislative mandates, the minority status in the Federal workforce in 1983 is little improved over 1979.

Women

While women constituted nearly half of the total Federal GS workforce, they continued to be clustered in the lower salary grades, with women representing nearly 75 percent of all employees in grades 1–8. Overall, limited progress in gaining employment at the mid to upper salary levels was made by women—from 25 percent in 1980 to 28 percent in 1983 for grades 9–12; and from 8 percent to 10 percent for grades 13–15. There was no significant advancement for women in the highest paying jobs.

Twenty of the 45 agencies surveyed reported having more females than males in their employment in 1983. These agencies generally succeeded in hiring and advancing females in the mid-professional ranks

(GS 9–12), as well as improving their status in the upper-paying positions.

Overall, data from the individual agencies generally reflected the upward gains for females in the mid-level positions (GS 9–12), but continued to show the inequities in the upper, and thus higher-paying, jobs which are still primarily the realm of white males.

SPECIFIC AGENCY FINDINGS

ACTION

Like most Federal agencies, ACTION suffered a reduction in its total workforce from 1980 to 1983. Specifically, its GS workforce was cut 59 percent during those years, due to a reduction-in-force and the subsequent separation of the Peace Corps from the Agency. Despite the ensuing dislocation caused by the RIF and the apparent difficulties encountered in restructuring the reduced workforce, the agency maintained its commitment to equal employment opportunity. The employment and promotional opportunities for minorities and women far exceed those in the Federal government as a whole, and particularly in the mid-to-upper grade levels.

For those employees affected by the RIF, the agency established a system early in 1983 wherein minorities and women were given an opportunity to register with the Federal Equal Opportunity Recruitment Program (FEORP) operated by the Department of the Navy. This approach to RIFs is a creative and worthwhile alternative which other Federal agencies should emulate. While jobs are shrinking in certain Federal agencies, employment and promotional opportunities should be explored in other expanding governmental agencies.

Civil Aeronautics Board

The Civil Aeronautics Board (CAB) has been under an unusual employment situation for the last several years. Under the Airline Deregulation Act of 1978, the CAB has gradually been reducing its regulatory role. Certain functions will be transferred to other Federal agencies at the end of 1984.

The agency has been under a continuing hiring freeze since 1981. Between the years 1980 and 1983, CAB experienced a 39 percent reduction in its GS workforce. The greatest losses were at the lower grade levels—GS–1 through GS–8. Since minorities constituted 54 percent and women represented 86 percent of the total employees in those typically lower-paying occupations at CAB in 1980, these groups suffered disproportionately from these losses. Likewise, the severe cutbacks curtailed implementation of an upward mobility program.

Although the agency reported some progress in the advancement of minorities and women in the mid-level positions (GS 9–12), affirmative action efforts have been severely limited in the upper grades. In fact, at the GS 16–18 professional positions, there were no women in 1980—in 1983, those positions were still 100 percent male-dominated.

Commission on Civil Rights

The role of the Commission on Civil Rights is to encourage constructive steps toward equal opportunity for minority groups and women. The Commission's own workforce clearly reflects this commitment to EEO principles.

Despite a 25 percent reduction in its GS workforce from 1980 to 1983, the Commission established numerical goals to address the underrepresentation of minorities and women at specific grade levels, particularly at the upper grade levels. Nearly half of the employees in the GS 13–15 grades were either minorities or females. In the senior executive levels in 1983, 33 percent were minorities and 50 percent were females.

As demonstrated by this agency, affirmative action goals can be achieved if the institution develops reasonable goals and timetables and strives to achieve those goals within a reasonable period of time.

Defense Logistics Agency

This agency's GS workforce increased 3.7 percent from 1980 to 1983. Despite this increase, examination of the distribution of minorities and females employed therein revealed the fact that these groups still disproportionately concentrated in grades GS–8 and below. The agency reported a 25 percent increase in upward mobility trainees from 1980 to 1983. The upward mobility program has resulted in some progress for these target groups in the mid-levels, GS 9–12. However, the opportunities for minorities and women in the upper grades were not as promising. Their participation rates in grades GS–13 and above were limited—for example, only one minority and one female held a position out of the 22 available slots in 1983 at the senior executive levels. There is room for improvement of the underrepresentation of these groups within this agency, particularly since the Federal government is investing more resources in defense-related activities.

Department of Agriculture

In an agency responsible for overseeing programs related to the food supply of our nation, with a GS workforce of approximately 89,000 employees and with a 20 percent increase in its workforce from 1980–1983, the Department of Agriculture's employment profile showed predominantly non-minorities and males. Of the 11,653 minorities employed in 1983, 57 percent were concentrated in the lower levels—GS–8 and below. The higher the pay and the higher the grades, their numbers decreased dramatically. For females, who occupied nearly one out of every three jobs at the Department in 1983, they held only 4 percent of the SES positions; 6.8 percent of the upper management jobs (GS 13–18); 13.9 percent of the mid-level positions; and 57 percent of the lowest jobs.

The Department of Agriculture submitted an affirmative action program for minorities and women for FY 1982–1986, as required by the EEOC. Department officials were reluctant at first to implement its affirmative action plan.[5] However, according to officials of the EEOC, the Department has been more cooperative recently with the EEOC in submitting yearly reports updating its affirmative action plan as mandated by Management Directive 707(a).

Compared to the 1977 employment profiles, the Department of Agriculture has made no significant improvement in increasing the representation of minorities and women in the professional ranks and, in

[5] Testimony of Clarence Thomas, Chairman of the U.S. Equal Employment Opportunity Commission before the Subcommittee on Civil Service, Committee on Post Office & Civil Service, U.S. House of Representatives (March 10, 1983).

fact, their participation rates in 1983 were far below the government-wide averages.

Department of the Air Force

A survey of Federal employees during the period 1975–1977 revealed a pattern of severe underutilization of minorities and women in the agencies affiliated with the Armed Services. Nearly a decade later, the pattern of underutilization of these groups remained the same. In 1983, 66 percent of all minorities employed by the Air Force Department were concentrated in the lower-paying grades and 80 percent of all females employed occupied the lowest positions. There were no minorities and no females in the GS 16–18 levels for either 1980 or 1983.

The agency reported an upward mobility program geared to mainstream lower grade employees in dead-end positions into other positions offering better opportunities. It will take years to realize the results of this and similar affirmative action efforts. In addition to this program, there have to be serious and consistent efforts by the agency to continue to hire and promote qualified minorities and women in order to reverse the disproportionate underutilization of these groups.

Department of the Army

With a large civilian GS workforce of over 241,000 persons and an increase of 31,888 employees from 1980–1983, the Army Department did not offer any significant upward movement or participation in the uppergrade levels for minorities and women. Although the agency maintained a steady growth rate in the employment and advancement of these underutilized groups during these years, the participation rates of these groups generally were far below the government-wide labor force participation rates and continue to reflect severe underrepresentation in the upper grades. Of the 36,202 minorities employed in 1983, only 3 percent were graded GS–13 or above. Although females comprised about half the agency's workforce in 1983, they constitute only 6 percent of the upper level employees but fill 72 percent of the lowest paying positions within the agency. There has been some progress for these underrepresented groups in the GS 9–12 mid-levels during this three-year period (for minorities, an increase from 12 percent to 14 percent for women, from 22 percent to 26 percent). However, these rates were lower than the government-wide participation rates for minorities and women in these mid-level jobs.

Department of Commerce

This agency's GS employment profiles for the years 1980 and 1983 displayed limited progress for minorities and women and, in fact, revealed an actual decrease in the employment of females by the agency. There was no improvement for minorities in the GS 13–15 grades, no minorities were reported in the GS 16–18 grades in 1983, and 95 percent of the SES employees in 1983 were non-minorities. In addition, minority employment decreased in the SES levels. Nearly 70 percent of all females were lower-grade employees, with only 10 percent in the upper grade positions (GS–13 and above).

Improved recruitment efforts, as well as training programs such as upward mobility and professional career training opportunities, will

help reverse the underutilization of minorities and women in the agency's professional ranks.

Department of Education

The total GS workforce for this agency decreased by approximately 15 percent during this survey period due to reorganization, reductions-in-force and hiring freezes. However, this was one of the few agencies where females continued to outnumber males in total employment (55 percent vs. 45 percent respectively) and in the GS 9–12 grades (55 percent vs. 45 percent respectively). The agency reported several training and employee enhancement programs. The result of these programs can be seen in the good to excellent participation rates for minorities and women in the GS 9–12, GS 13–15 and SES levels within the agency, compared to government-wide averages for these higher-paying positions. However, although this progress is exemplary compared to most of the other agencies surveyer, it should be noted that the actual numbers of minorities and women in the SES grades decreased from 1980 to 1983.

Department of Energy

Over the three-year survey period, the agency's workforce decreased by 3,041 employees or 17 percent. Underutilization still prevailed within the agency despite some efforts toward upward mobility for target groups. In the career-ladder, higher paying professional positions (GS–9 and above), only 11 percent were minorities and only 19 percent were females in 1983, far below their representation in the federal workforce. In the senior executive levels, about 95 percent were non-minorities and about 95 percent were males. No special efforts were undertaken to correct the severe underrepresentation, particularly in the upper grades.

Department of Health & Human Services

The Department lost 10,000 employees between 1979 and 1983 due to reduced levels of hiring and the closings of some public hospitals and clinics. Despite these losses, the agency maintained modest increases in the participation rates for minorities and women over the last few years. With a total GS employment of over 121,000 individuals, about 65 percent were females and 35 percent were minorities. In this agency where females outnumbered males by about 3 to 1, the majority of female employees were still relegated to the lower-paying ranks. However, females outnumbered males in the mid-professional positions (65 percent vs. 35 percent respectively). Minorities did not fare as well as women in overall gains within the agency. In the senior executive levels, the agency reported good participatin rates for minorities (25 percent) and females (43 percent) due to the fact that the agency was committed to an SES candidate development program with special emphasis in selecting qualified minorities and women for participation in the program.

Department of Housing & Urban Development

Many Department of Housing and Urban Development programs impact on minorities and women. The Department's workforce reflected a higher percentage of minorities and women than the U.S. government-wide totals. Although the total GS employment has de-

clined by over 3,300 positions during the 3-year survey period, the actual percentage of minority employees has increased by approximately 3 percent and the percentage of female employees has remained virtually unchanged, at approximately 50 percent of the total workforce.

It should be noted that this agency has made some progress in the utilization of minorities and women in the mid-level positions (GS 9–12), with their representation in these grades exceeding the government-wide averages. The participation rates for minorities in the upper grades (GS–13 and above) exceeded the government-wide percentages for these grades as well.

Department of Interior

This agency lost 7,737 or 14 percent of the GS employees from 1980 to 1983. It is significant to point out that the percentage of minority employees decreased from 26 percent in 1980 to 21 percent in 1983. Likewise, there was a significant decrease in the percentage of minorities at every grade level groupings throughout the agency over this period of time.

Women fared no better than minorities. Although women represented about 40 percent of all employees, 78 percent of all women still occupied the lower-paying positions (GS 1–8) and they continue to be severely underrepresented in the upper grades—only 2 out of 56 employees in grades 16–18 and only 13 out of 258 employees in the SES were females in 1983.

Department of Justice

This agency, which is responsible for upholding our nation's laws on justice and equality, has not demonstrated a strong commitment to affirmative action for minorities and women.[6] Absent this commitment, the underutilization of minorities and women at the professional and higher-paying ranks within the Department continued to exist. In fact, approximately 80 percent of all employees in grades GS–9 and above were either non-minorities or males. Conversely, the lower the grades, the higher the likelihood of employees being minorities or females.

Although some gains were made by minorities and women at grades 9–12, 13–15 and 16–18 since 1977, the utilization of females at grades 9–12 for 1983 (20.9 percent) and the minority representation at grades 16–18 (4.6 percent) were below the government-wide rates of 28.1 percent and 5.6 percent, respectively.

Department of Labor

The Department of Labor fosters, promotes and develops policies relating to the welfare of wage earners in the United States, and

[6] In fact, during testimony before the Subcommittee on Civil Service, Committee on Post Office and Civil Service, U.S. House of Representatives (March 10, 1983), EEOC Chairman Clarence Thomas indicated that the Department of Justice was one of six agencies, out of a total of 115 federal agencies required to submit multi-year affirmative action programs for FY 1982 to FY 1986, which did not comply. Management Directive 707(a) implementing Section 717 of Title VII of the Civil Rights Act of 1964, as amended, requires the submission of these reports to the Equal Employment Opportunity Commission, the lead civil rights agency. EEOC continues to report that the Justice Department is still not in compliance with Section 717 requirements.

According to testimony by EEOC Chairman Clarence Thomas before the Subcommittee on Government Activities & Transportation, Committee on Government Operations, U.S. House of Representatives (July 25, 1984), two other agencies (i.e., the National Endowment for the Humanities, and the Federal Trade Commission) have joined the Justice Department in refusing to make determinations of under-representation by race and sex, to set hiring goals, and to report these goals to the EEOC.

works to improve their working conditions and to advance their opportunities in employment. The Department's Office of Federal Contract Compliance Programs ensures nondiscrimination by Federal contractors.

From 1980 to 1983, the Department suffered a reduction-in-force of approximately 3,708 employees or 20 percent. These massive cutbacks have resulted in job losses for 952 minorities and 1,785 women—i.e., 74 percent of the employees affected by the RIF were either minority or female employees.

The agency reported an administrative, clerical and technical employee development program with about 2,009 employees participating in the program in 1983. Despite this training program and the few positions committed to upward mobility slots in 1982, approximately 85 percent of all employees in the lower levels were females and 46 percent were minorities. No significant improvement for these groups was reported for grades 9–12 and 13–15. Generally, minorities and females were underrepresented in the higher-paying positions. Only 3.5 percent of the GS 16–18 employees were minorities, and only 7 percent were females. In the SES levels, there was a 7 percent drop in the participation rate for minorities from 1980 to 1983.

Department of the Navy

This agency had a 10 percent increase in its civilian employment over the three-year period. Approximately 40 percent of the agency's GS employees were females and 20 percent minorities. Although there were some gains for these underrepresented groups in the mid-levels, GS 9–12 (from 10 percent to 14 percent for minorities, and from 16 to 20 percent for women), their representation in these grades fell below the government-wide rates. In addition, minorities and women continue to be severely underutilized in the upper ranks—93 percent non-minority and 94 percent male employees. Comparing the 1977 date to the 1983 data respectively: minority representation for grades 13–15 (4.5 percent vs. 7.0 percent) and for grades 16 and above (2.3 percent vs. 4.0 percent); and women's participation in grades 13–15 (3.0 percent vs. 5.5 percent) and for grades 16 and above (1.3 percent vs. 1.7 percent)—it was clear that minimal progress was made in improving the employment and advancement opportunities for these target groups despite increases in total employment reported by the agency.

Department of State

The majority of State Department employees was not reflected in this survey as they are part of the Foreign Service rather than the GS system. The civil service branch at the State Department generally provide support functions for the agency. This branch is staffed predominantly by females—65 percent. This compares with the Foreign Service, usually considered the more prestigious branch, which is staffed overwhelmingly by males. In general, the higher the GS grades, the smaller the proportion of women and vice versa. However, it should be noted that although women's participation in grades 9 and above exceeded the government-wide averages, their representation in grades 16 and above has declined from 1980 to 1983.

Minorities constitute 38 percent of the GS workforce. Although their participation rates in the mid-levels were excellent as well (34

percent vs. 17 percent government-wide), minorities represented only 10 percent of the upper-grade employees.

Department of Transportation

At this agency, women made up about 20 percent of the workforce and minorities constituted about 15 percent of the workforce in 1983. The pattern of underutilization of these groups in the higher grades, and thus higher-paying positions, persisted within this agency responsible for our nation's overall transportation policies. About 91 percent of the employees in the upper levels (GS–13 and above) were non-minorities and 95 percent were males.

The Secretary of Transportation has initiated a management development training program to improve the advancement opportunities for women within the agency. Other internal training programs for minorities and women, as well as outreach and recruitment efforts, are needed to rectify the continued underrepresentation of these groups.

Department of Treasury

The agency responsible for our nation's fiscal policies had a workforce in 1983 representing about 50 percent females and 25 percent minorities, although these groups were underutilized in the professional ranks. For example, in the GS 13–15 category, only 8 percent were minorities and only 10 percent were females.

The various bureaus of the Department were required to establish goals and timetables for the hiring of minorities and women. Career development training programs for women were also made available. In the GS 9–12 grade levels where the results of these efforts would have made the most significant immediate impact, the participation of minorities increased from 15 percent in 1980 to nearly 20 percent in 1983; for women, their gains increased from 26 percent in 1980 to 33 percent in 1983. These compare with 11 percent participation rate for minorities and 20 percent participation rate for women in these bridge positions in 1977.

Environmental Protection Agency

This agency experienced an 18 percent decline in its workforce from 1980 to 1983. The underutilization of minorities and women persisted throughout the higher grades—for example, only 8 percent were minorities and only 17 percent were women in grades 13–15, and only 3 percent of SES employees in 1983 were minorities. Upward mobility programs, intern programs, and cooperative education programs were under review as the agency began to seek long-range plans to improve the employment and advancement opportunities for these target groups.

Equal Employment Opportunity Commission

This was one of the few Federal agencies surveyed where minorities outnumbered non-minorities (65 percent vs. 35 percent) and women outnumbered men (57 percent vs. 43 percent). This was also one of the few institutions where these traditionally underrepresented groups had excellent employment opportunities in the mid to upper ranks. For example, in the GS 9–12 mid levels, 54 percent were females and 68 percent were minorities; in the GS 13–15 levels, 38 percent were

females and 53 percent were minorities; in the SES levels, 33 percent were females and 22 percent were minorities.

Although government-wide or agency-imposed hiring freezes created few opportunities for outside recruitment or hiring, the EEOC looked internally to enhance maximum opportunities for employee advancement.

Federal Deposit Insurance Corporation

Generally, the employment and advancement of minorities and women at this agency was far below the average government-wide, and their overall status was virtually unchanged from 1980 to 1983. In the upper grades (GS–13 and above), only 4.5 percent were minorities and 8.6 percent were women in 1983, compared to 1.9 percent minorities and 3.8 percent women in 1977. Very little progress was made in the advancement of these groups in the mid levels, GS 9–12. A more vigorous affirmative action effort must be taken by this agency in order to improve this situation.

Federal Home Loan Bank Board

With a stable workforce from 1980 to 1983, about 20 percent of the agency's workforce surveyed were minorities and 40 percent females. The majority of these groups were clustered in the lower grades and were severely underrepresented in the upper grades. In fact, no minorities were reported for 1980 and 1983 in grades GS 16–18 and in the SES for 1983. Similarly, there were no females in grades GS 16–18 for both 1980 and 1983, and their participation rates for the senior executive service declined from 12 percent in 1980 to 7 percent in 1983.

This agency reported no exemplary training programs or recruitment efforts to improve the status of minorities and women within its employ.

Federal Labor Relations Authority

This is a relatively small agency, compared to the others surveyed, which showed considerable progress for minorities and women. Its workforce was comprised in 1983 of more females than males. Likewise, females held more than the majority of the jobs in the mid levels, GS 9–12 (69 percent vs. 31 percent males), and were well represented in the GS 13–15 grades (33.8 percent).

For minorities within the agency, the most significant progress has been in the mid-professions (GS 9–12)—their percentage nearly doubled from 18 percent in 1980 to 33 percent in 1983.

Federal Trade Commission

Half of the FTC's workforce were females in 1983, yet 68 percent of the professional positions (GS–9 and above) were held by males. The agency reported that approximately half of all training opportunities went to female employees. Females outnumbered males in the mid-levels in 1983 compared to 1980. Also, females had good participation rates in the GS 13–15 grades (20 percent in 1983), and their numbers tripled from 1980 to 1983 in the SES levels.

General Accounting Office

There has been little change in the overall status of minorities and women in this agency over the 3-year period, with minorities still

holding 57 percent of the lower-paying jobs and women 89 percent of those jobs. Some gains were reported for these groups in the mid-level professions, more particularly for females than minorities However, the upper management grades were still the domain of non-minorities and males at this agency. The agency reported no significant efforts to improve the status of these groups at these levels.

General Services Administration

This agency was staffed by about 65 percent non-minorities and 54 percent males in 1983, with more than the majority of the total females and minorities occupying the lowest grades. Women and minorities have made some gains in the mid-professions (GS 9–12), but continue to be severely underutilized in the upper level positions. No females were employed in the GS 16–18 ranks in 1983, a decline from 11 percent in 1980. There was no improvement for minorities in grades GS 16–18 from 1980 to 1983, and their numbers actually declined in 1983 for the senior executive levels. Overall, there was very little progress for minorities and women, and in some instances, their status has actually deteriorated.

Government Printing Office

In an agency with about half minorities and half females, 76 percent of the jobs in the professional levels (GS–9 and above) were held by males and 74 percent by non-minorities in 1983. In the highest grades (GS–13 and above), 94 percent were males and 84 percent were non-minorities. The agency did not report any special efforts to improve the employment or advancement of minorities and women, particularly in the professional ranks.

Interstate Commerce Commission

In 1983, about 70 percent of the agency's workforce were concentrated in the lower levels and there were no minorities in the GS 16–18 levels for either 1980 or 1983. The employment profiles for female employees reflected 61 percent concentration in the lower grades and 39 percent in the mid-to-higher-paying professionals levels. No females were reported in the GS 16–18 grades for 1983.

ICC officials reported that they created a separate EEO office in 1982 and that they revised their upward mobility program in 1983. However, these steps have not yet had a significant impact on improving the status of women and minorities in the career-ladder, higher-paying positions within the agency.

Merit Systems Protection Board

Females outnumbered by 61 percent to 39 percent at this agency in 1983, and their participation rates in the higher grades were worth noting. At the GS 9–12 levels, 78 percent were females compared to 22 percent males—almost 5 to 1 ratio. More than 35 percent of the GS 13–15 employees were females and more than 20 percent of the SES employees were females.

For minorities, their participation rate in the mid-level positions was equal to their overall employment rate—about 38 percent—and their representation in grades 13–15 was good. In the SES levels, their members increased from 0 percent in 1980 to 23 percent in 1983.

MSPB experienced a 15 percent increase in its GS workforce from

1980 to 1983, and the participation rates for minorities and women in grades 9–12 and 13–15 were significant as well.

National Labor Relations Board

This agency was staffed in 1983 by about 53 percent females and 28 percent minorities. Both minorities and females were fairly well represented in grades 9–12 and 13–15 (above the government-wide averages), but were outnumbered by males 95 percent to 5 percent in the super grades (GS–16 and above), and in particular, their numbers have decreased over the 3-year period in these grades. The higher the ranks, however, the smaller the proportion of minorities and women.

National Science Foundation

The record indicates continuing affirmative action progress, particularly for women who constituted more than half of the agency's workforce. About 78 percent of GS 9–12 employees at NSF were females in 1983, compared to 28 percent government-wide in these grades. For minorities their representation in the middle grades (GS 9–12) exceeded their overall employment rate of 28 percent. Minority participation in grades 13–15 increased from 6 percent in 1977 to 10 percent in 1983. However, despite these gains, improvement is needed in the highest grades where 98 percent of all employees in the SES were non-minorities and 93 percent were males.

Nuclear Regulatory Commission

The NRC licenses and regulates the uses of nuclear energy to protect the public health and safety and the environment. Despite the fact that the agency has had a 6.5 percent increase in GS employees over the 3-year period, the status of minorities and women has remained relatively unchanged except for some gains for women in the mid-level positions, GS 9–12. About 90 percent of the upper-level employees were non-minorities and 92 percent were males.

Office of Management and Budget

In 1983, this agency had a GS workforce of about half females and 23 percent minorities, similar to government-wide averages. However, almost all of the lowest-paying positions (GS–8 and below) were occupied by females. Their participation rate in the bridge positions (GS 9–12) declined from 1980 to 1983, although their overall representation in these grades was better than the national average for federal employment.

About 58 percent of minority employees held lower-paying jobs at OMB in 1983, and their utilization rates have declined for grades 9–12, and 13–15. The agency reported no efforts to improve the minority representation in the SES levels during this 3-year period. In light of the 1983 rate of 11 percent and 1977 rate of 11 percent for grades 13–15, as well as the fact that minority participation in grades 16 and above declined from 12.5 percent in 1977 to 5.7 percent in 1983, employment opportunities for minorities at OMB has actually deteriorated.

Office of Personnel Management

In the agency responsible for the oversight of the federal workforce, there has been a 15 percent decrease in overall employment, as well as

a decrease in minority employment during the years 1980–1983. Reflecting a general trend in the federal workforce, some progress was made for minorities in grades 9–12; however, no progress was made in grades 13–15 and the utilization of minorities declined in the SES levels.

Affirmative action for females, who constituted 60 percent of the workforce in 1983, was more encouraging than for minorities. Mid-level positions offered good opportunities for females (45 percent participation rates for grades 9–12). In grades 13–15, females constituted 24 percent in 1983 compared to 10 percent government-wide in 1983 and 17 percent in 1977. However, no progress was made for females in the senior grades where males still occupied 90 percent of the jobs.

Pension Benefit Guaranty Corporation

The agency's workforce was comprised of over 50 percent females and over 40 percent minorities in 1983, but the minority of these groups were clustered in grades GS–8 and below. Minority participation in the mid-level positions more than doubled from 1980 to 1983, and the utilization of females in those grades increased significantly from 37 percent to 47 percent respectively. In grades 13–15, 13 percent were minorities and 28 percent were females. The jobs in grades 16–18 for both 1980 and 1983 were monopolized 100 percent by males and 100 percent by non-minority employees.

Postal Service

Some gains were made by minorities and women from 1980 to 1983 in the mid-levels (grades 12–21). However, females continue to be severely underrepresented in the upper ranks (grades 22 and above). The Postal Service continues to be predominantly staffed by non-minorities and males.

Railroad Retirement Board

The Board administers benefit programs for the nation's railroad workers and their families. About 63 percent of the workforce were females in 1983. Of the total female employees, 64 percent held lower-paying jobs and 36 percent held jobs above the GS–9 level. The employment opportunities for females in the mid-levels (GS 9–12) were excellent—about half were females. However, only about one out of every five jobs in grades 13–15 were held by females, and there were no females at the senior executive levels for either 1980 or 1983.

Generally, gains were made by minorities throughout every grade level groupings within the agency.

Securities and Exchange Commission

About half the agency's workforce were females in 1983 and of those females, about 56 percent were concentrated in grades 1–8. Some progress was made in improving their utilization in grades 9–12 and 13–15. There were no females in grades 16–18. However, affirmative action for females in the SES levels has improved dramatically from 2 percent in 1980 to 15 percent in 1983.

Some progress can be seen for minorities in the mid-level positions (GS 9–12), but they were still severely underutilized in the upper

grades in 1983. In particular, about 98 percent of the SES employees are non-minorities and only 2 percent are minorities.

Selective Service System

From 1980 to 1983, this relatively small agency had an increase of 156 employees, representing a 165 percent increase in its workforce. In 1983, the agency was staffed by about 28.8 percent minorities and 71.6 percent females. Females had a relatively high participation rate in the mid-levels—58 percent vs. 42 percent males—and in grades 13–15 (30 percent in 1983 compared to zero percent in 1977). Progress was also made by minorities during 1980–1983, as well as noted improvements since the 1977 survey—from 9 percent to 25 percent for grades 9–12 and from 5 percent to 9 percent in grades 13–15. With an increased workforce, this agency reflected increased opportunities for both women and minorities.

Small Business Administration

The main purpose of SBA is to aid, counsel, assist, and protect the interest of small businesses, many of which are owned by minorities and women. The agency was staffed by about 28 percent minorities and 47 percent females in 1983—similar to averages government-wide. Modest improvements for minorities and women were evident in grades 9–12. Their utilization in grades 13–15 was not significantly changed. In the SES levels, there was a 7 percent decline in minority participation from 1980 to 1983.

Smithsonian Institution

The overall employment opportunities for minorities and women at this agency over the 3-year survey period has remained relatively stable. Females fared better than minorities in grades 9–12 and 13–15. In the super grades (GS 16–18), minorities made up about 10 percent and females 3 percent of all employees. Improvement for these underrepresented groups is needed in the higher grade levels of the agency.

U.S. Information Agency

This agency, which increased its workforce by 22 percent from 1980 to 1983, has responsibility for the conduct of overseas information and cultural programs to promote greater understanding of the United States, its government, its people, its customs and traditions, and its policies, both foreign and domestic.

Females outnumbered males by 57 percent to 43 percent respectively, with females occupying about half of the GS 9–12 mid-level positions at this agency in 1983. Overall, minority representation exceeded the government-wide averages for grade groupings GS 9–12, GS 13–15, and GS 16–18. However, in the SES levels, there has been a decline for both minorities and women from 1980 to 1983.

Veterans' Administration

With a GS workforce of over 127,000 individuals in 1983, this agency administers a complex system of benefits for veterans and their dependents. Over half the workforce were females and about one in three were minorities. Twice as many females were likely to be employed in the mid-level professions as compared to minorities. The

agency invested $7.1 million to train 820 employees in fiscal year 1983 in the upward mobility program.

The agency reported an executive development training program aimed at correcting the underutilization of minorities and women in the upper grades. However, this inequity continues to exist within this agency. In the GS 13–15 categories, only 9.8 percent were minorities and only 13.7 percent were females. In the senior grades (GS–16 and above), only 9 percent were minorities and only 4 percent were females in 1983. Compared to the 1977 survey, only negligible gains were made by both minorities and women, i.e., on the average, a 3.9 percent increase for minorities and a 2.4 percent increase for women were reported for the highest-paying jobs within this fairly large government agency.

CONCLUSIONS

The reductions-in-force in effect in the Federal Government during the period 1980–1983 had a negative impact on the employment and advancement opportunities for minorities and women. The overall gains for these traditionally underrepresented groups were severely limited and very little overall progress was reported—from 20 percent participation rate in 1979 to 23 percent in 1983 for minorities; and from 46 percent to 47 percent for females, respectively.

The agencies which reported utilizing realistic goals and timetables for recruiting and advancing qualified minorities and women, those agencies which operated upward mobility or management training programs for these target groups, and those agencies which were committed to equal employment opportunity proved more successful in implementing an affirmative action program than those which did not make any special efforts to address the problem of underutilization.

The easing of affirmative action requirements of employers by the current Administation has resulted in slowing down the commitment of hiring and promoting qualified minorities and women. Continuation of current policies which are detrimental to the affirmative action gains of minorities and women over the past two decades is viewed by these underrepresented groups as another signal that their employment opportunities, both in government as well as the private sector, are severely limited.

In light of the prospects for continued decline in the Federal workforce, limited external hiring opportunities, and decreasing budget and staff resources, failure to take affirmative, creative and realistic steps to improve the status of minorities and women in the Federal workforce will mean, as this current report indicates, continued slow progress in improving the employment and advancement opportunities for these traditionally underrepresented groups. A strong and serious commitment to affirmative action principles will bring us closer to the reality of having a workforce that reflects the diversity of our nation's population.

U.S. Government Totals **
(1980 EMPLOYMENT PROFILE)

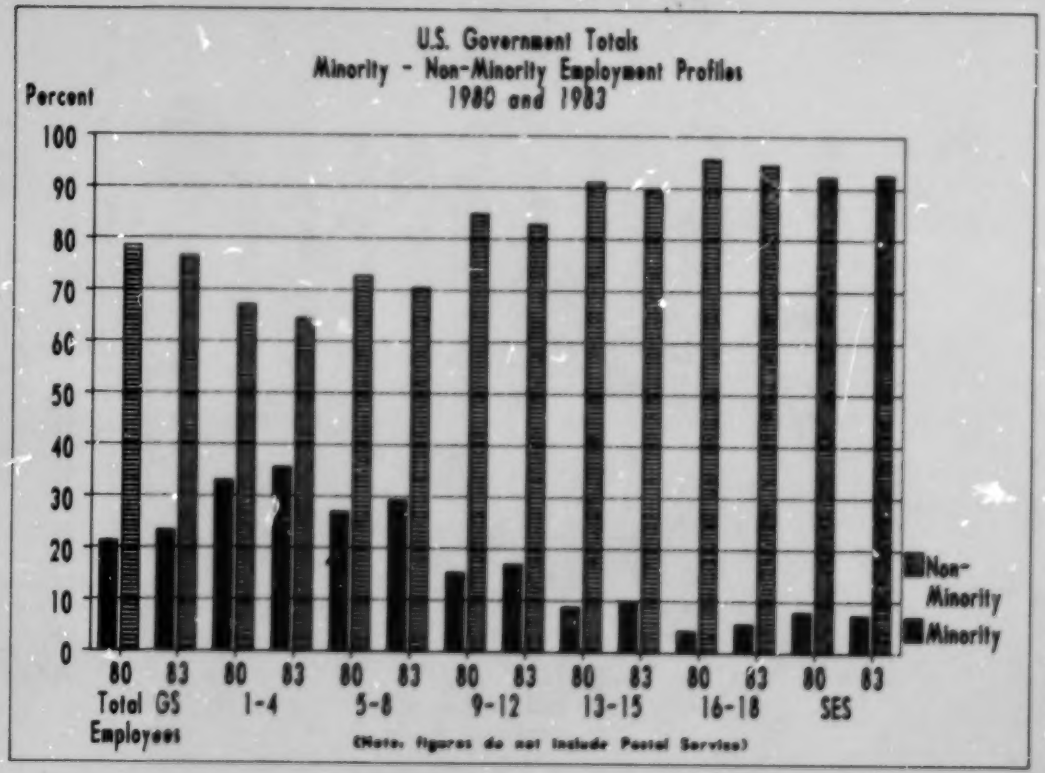
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	581	1644	184	488	39	133	4	27	23	39	250	687	331	957
GS-2	3239	10302	1106	3223	213	807	42	86	153	271	1514	4087	1725	6215
GS-3	16571	58120	5018	13168	1273	2687	202	622	634	2051	7127	18528	9444	39592
GS-4	53844	126292	8437	28563	2225	4910	468	1214	1360	3528	12490	38215	21354	88077
SUBTOTAL	54235	196358	14745	45442	3750	8237	716	1969	2170	5889	21381	61517	32854	134841
GS-5	49399	130352	10934	28200	3051	4422	651	1348	1001	2068	15637	36038	33762	94314
GS-6	21313	60495	4210	14211	1350	1837	264	652	439	671	6263	17371	15050	43124
GS-7	51786	64726	6299	13843	2964	2137	693	1000	765	711	10701	17691	41085	49035
GS-8	11724	12591	1589	3363	495	239	110	123	120	79	2314	3804	9410	8787
SUBTOTAL	134222	270164	23032	59617	7860	8635	1718	3123	2305	3529	34915	74904	99307	195260
GS-9	86745	48317	7051	8412	4253	1423	1099	889	1365	965	13768	11689	72977	36628
GS-10	15711	10587	935	1963	632	533	159	185	86	103	1812	2784	13899	7803
GS-11	105887	33185	6832	6189	3541	807	1716	566	1246	456	13335	8019	92552	25166
GS-12	132735	21637	6693	4127	3260	445	2080	322	990	215	13023	5129	119682	16508
SUBTOTAL	341048	113726	21511	20691	11686	3129	5054	1962	3687	1739	41938	27621	299110	86105
*GS-13	90406	18391	4123	1726	1689	222	1316	209	362	67	7690	2222	82716	8169
*GS-14	50956	3891	2104	511	734	68	574	60	301	21	3713	652	47243	3239
*GS-15	24065	1572	992	201	313	37	218	34	105	11	1628	283	22437	1289
SUBTOTAL	165427	15884	7219	2436	2736	319	2108	303	968	99	13031	3157	152396	12697
GS-16	493	30	8	1	3	0	5	1	1	0	17	2	476	28
GS-17	79	6	3	1	0	0	2	0	0	0	5	1	74	5
GS-18	64	3	2	1	0	0	1	0	0	0	3	1	61	2
SUBTOTAL	636	39	13	3	3	0	8	1	1	0	25	4	611	35
SES	5437	390	266	57	40	2	34	7	33	0	393	66	5044	324
TOTAL	701005	596531	66786	128246	26095	20422	9638	7345	9164	11256	111683	167269	589322	429262

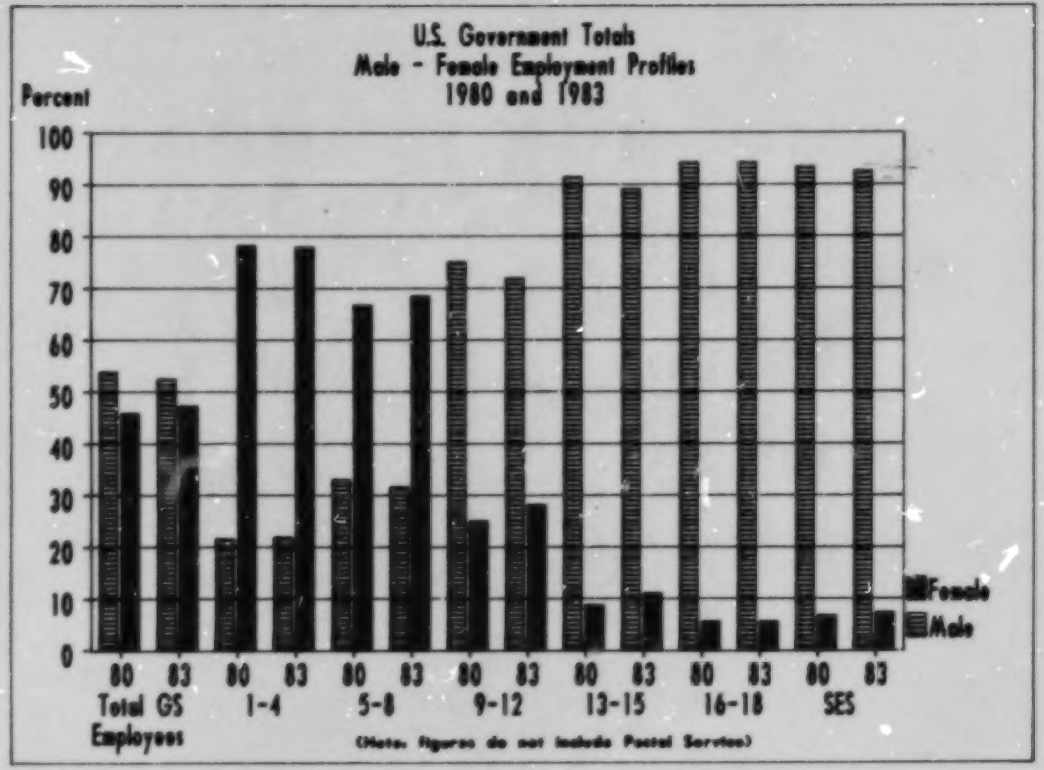
* for agencies with GM series, these values are added into the GS series
** except Postal Service

U.S. Government Totals **
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	472	1432	139	478	39	109	10	24	10	23	198	634	274	998
GS-2	2609	6756	774	1840	165	368	94	180	60	206	1093	2594	1516	4161
GS-3	15421	53977	4700	13906	1187	3121	350	1222	349	1340	6606	19789	8815	34188
GS-4	33292	121415	8887	30151	2363	8689	778	2815	853	2619	12501	40474	20791	80941
SUBTOTAL	51794	183779	14420	46375	3754	9287	1232	3441	992	4388	20398	63491	31396	120288
GS-5	48743	134266	10971	30261	3111	8424	1258	2426	740	2568	16080	43679	32663	93587
GS-6	20827	63376	4371	15602	1360	2212	430	908	489	928	6650	19730	14177	43646
GS-7	50356	72822	6415	15784	3118	2738	1167	1296	835	876	11535	20694	38821	52128
GS-8	11300	14624	1573	3931	824	319	182	150	147	99	2426	4499	8874	9525
SUBTOTAL	131226	284488	23330	65578	8113	10673	3037	4840	2211	4471	36691	85602	94535	198886
GS-9	83729	53858	7870	9518	4750	1821	1805	1314	1021	798	15146	13451	68583	40407
GS-10	14599	11696	998	2358	653	678	164	189	103	84	1918	3309	12681	8387
GS-11	116168	42691	7496	7940	4555	1386	2751	997	1193	634	15995	10957	100173	31734
GS-12	135364	28675	7267	5493	3844	682	3473	538	1019	298	15603	7011	119761	21664
SUBTOTAL	349860	136920	23531	25309	13802	4567	8193	3038	3336	1814	48662	34728	301178	102192
*GS-13	84958	12623	4153	2190	1816	384	1778	389	463	67	8209	2872	76749	9751
*GS-14	45446	4513	2000	573	690	83	763	90	211	30	3664	776	41782	3737
*GS-15	22403	1703	850	188	306	39	285	34	91	4	1502	265	20901	1438
SUBTOTAL	152807	18839	7003	2951	2811	428	2796	433	765	101	13375	3913	139432	14926
GS-16	461	25	17	1	4	0	5	0	1	0	27	1	434	24
GS-17	62	5	2	1	1	0	0	0	0	0	3	1	59	4
GS-18	54	5	1	0	0	1	0	0	0	0	1	1	53	4
SUBTOTAL	577	35	20	2	5	1	5	0	1	0	31	3	546	32
SES	5545	439	242	52	57	6	48	3	31	0	378	61	5167	378
TOTAL	691789	624500	68346	140267	28542	24982	15311	11775	7336	10774	119535	187798	572254	436702

* for agencies with GM series, these values are added into the GS series
** except Postal Service


U.S. Government Totals
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority
(Note: figures do not include Postal Service)


U.S. Government Totals
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male
(Note: figures do not include Postal Service)

ACTION
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	4	1	2	0	0	0	0	0	0	1	2	1	2
GS-3	5	12	4	5	0	1	0	0	0	0	4	6	1	6
GS-4	9	28	4	14	0	2	0	0	0	0	4	16	5	12
SUBTOTAL	16	44	9	21	0	3	0	0	0	0	9	24	7	20
GS-5	20	134	6	52	1	4	0	3	0	0	7	59	13	75
GS-6	13	65	9	37	1	2	0	1	0	0	10	40	3	25
GS-7	74	143	13	48	4	11	2	1	0	0	19	60	55	83
GS-8	1	6	1	3	0	0	0	0	0	0	1	3	0	3
SUBTOTAL	108	348	29	140	6	17	2	5	0	0	37	162	71	186
GS-9	38	64	10	24	0	1	1	1	0	0	11	26	27	38
GS-10	0	4	0	4	0	0	0	0	0	0	0	4	0	0
GS-11	35	51	12	15	0	0	0	0	0	1	12	16	23	35
GS-12	114	77	24	25	9	1	1	0	0	0	34	26	80	51
SUBTOTAL	187	196	46	68	9	2	2	1	0	1	57	72	130	124
GS-13	115	31	16	8	8	0	1	0	3	0	25	8	90	23
GS-14	43	17	3	4	4	0	1	0	0	0	8	4	35	13
GS-15	26	10	2	5	2	0	0	0	0	0	4	5	22	5
SUBTOTAL	184	58	21	17	14	0	2	0	3	0	37	17	147	41
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	9	5	2	2	1	0	0	0	0	0	3	2	6	3
TOTAL	504	651	107	248	27	22	6	6	3	1	143	277	361	374

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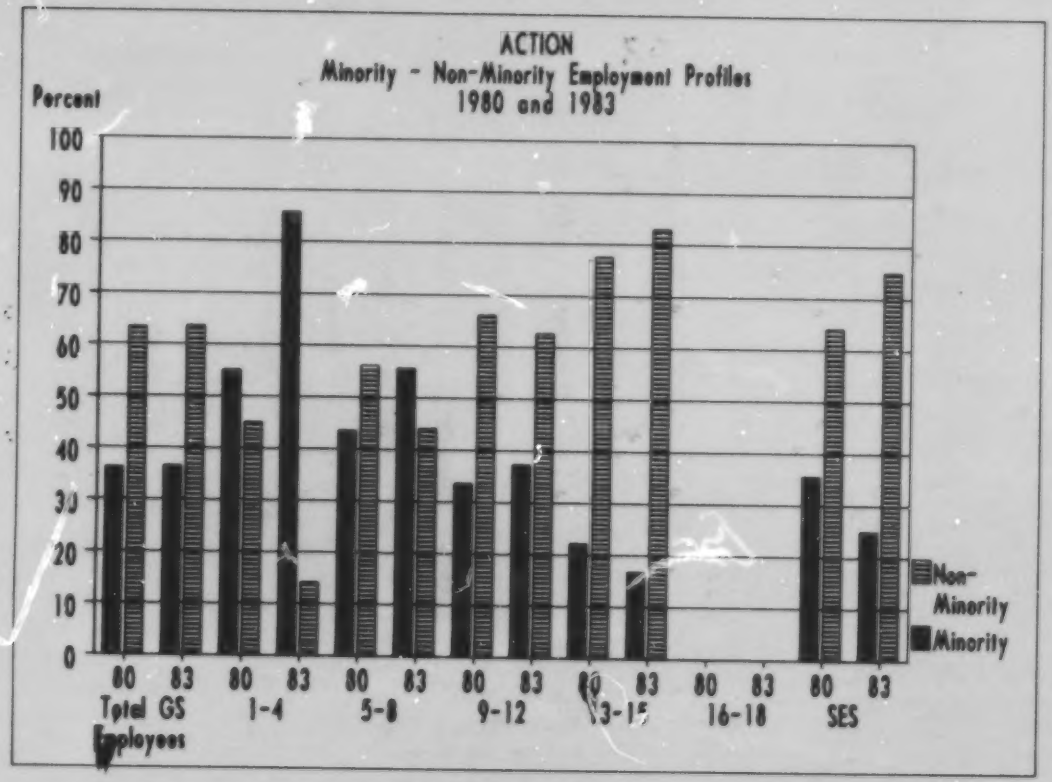
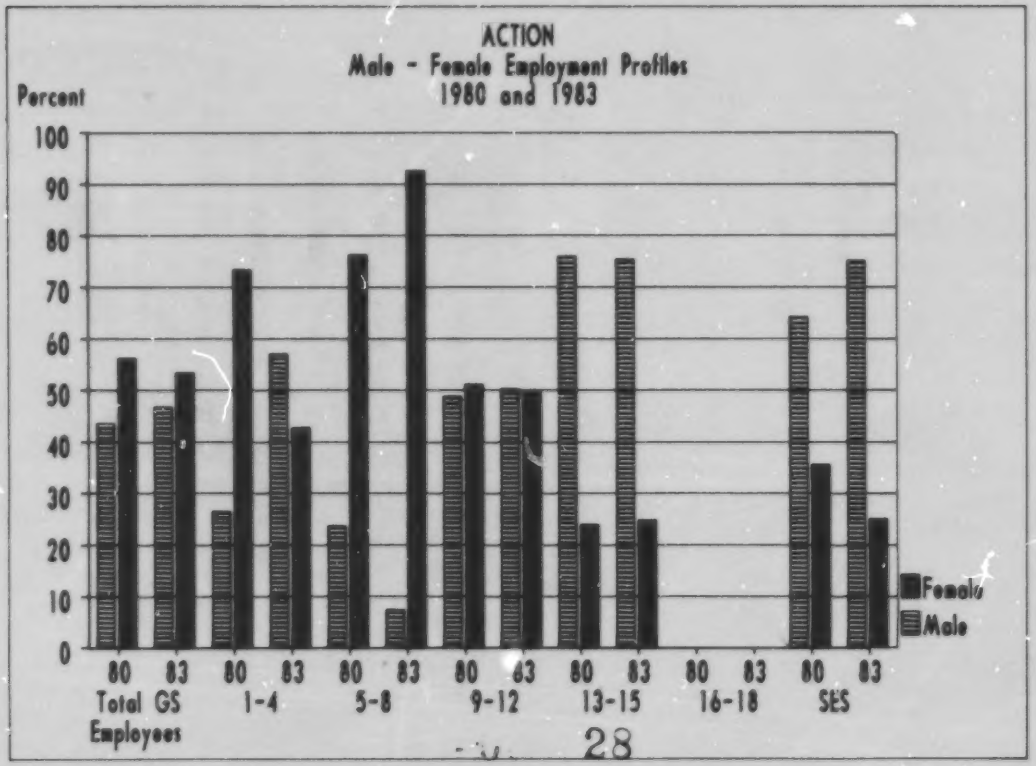
ACTION
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	3	3	3	2	0	0	0	0	0	0	3	2	0	1
SUBTOTAL	4	3	4	2	0	0	0	0	0	0	4	2	0	1
GS-5	4	51	3	20	0	2	0	2	0	0	3	24	1	27
GS-6	3	34	3	20	0	2	0	1	0	0	3	23	0	11
GS-7	3	29	1	16	1	1	0	0	0	0	2	17	1	12
GS-8	0	9	0	2	0	0	0	0	0	0	0	2	0	7
SUBTOTAL	10	123	7	58	1	5	0	3	0	0	8	66	2	57
GS-9	5	17	2	4	0	1	1	1	0	1	3	7	2	10
GS-10	0	3	0	3	0	0	0	0	0	0	0	3	0	0
GS-11	18	14	9	5	2	0	0	0	0	0	4	5	4	9
GS-12	70	50	17	15	5	0	2	0	0	0	24	15	46	35
SUBTOTAL	85	84	23	27	7	1	3	1	0	1	33	30	52	54
*GS-13	73	21	10	3	4	0	0	0	3	0	17	3	56	18
*GS-14	17	10	0	1	1	0	1	0	0	0	2	1	15	9
*GS-15	26	7	2	1	0	0	0	0	0	0	2	1	24	6
SUBTOTAL	116	38	12	5	5	0	1	0	3	0	21	5	95	33
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	3	1	0	0	1	0	0	0	0	0	1	0	2	1
TOTAL	218	249	46	92	14	6	4	4	3	1	67	103	151	146

* for agencies with GM series, these values are added into the GS series


ACTION
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority


ACTION
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

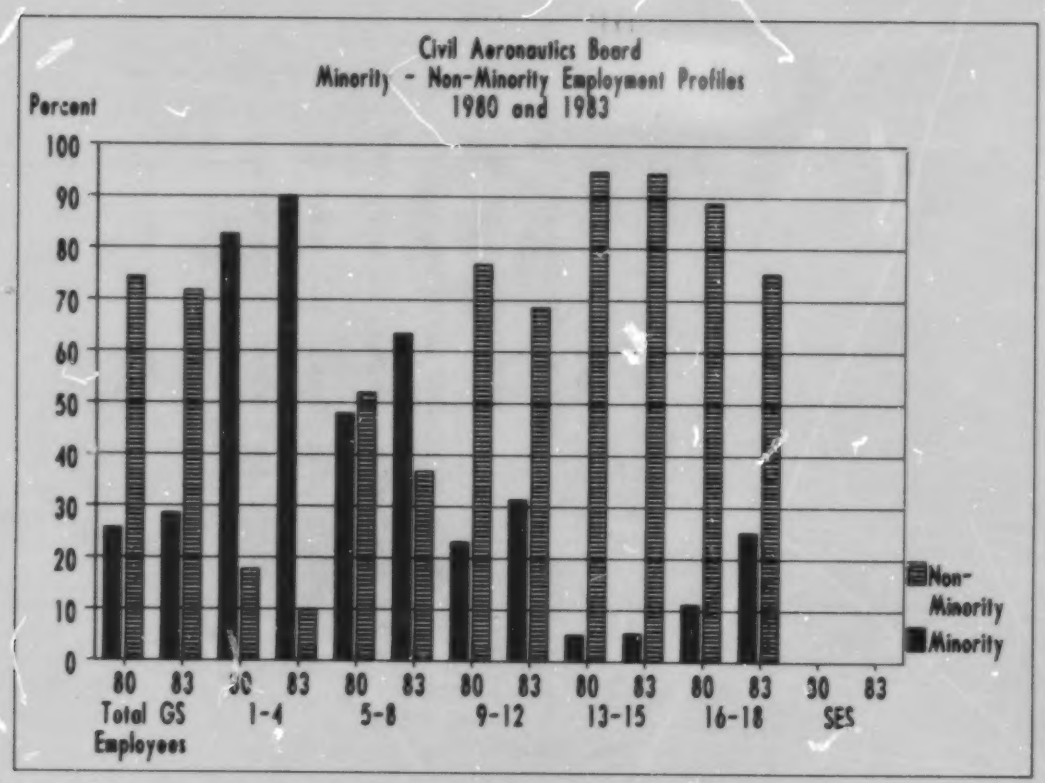
Civil Aeronautics Board
(1980 EMPLOYMENT PROFILE)

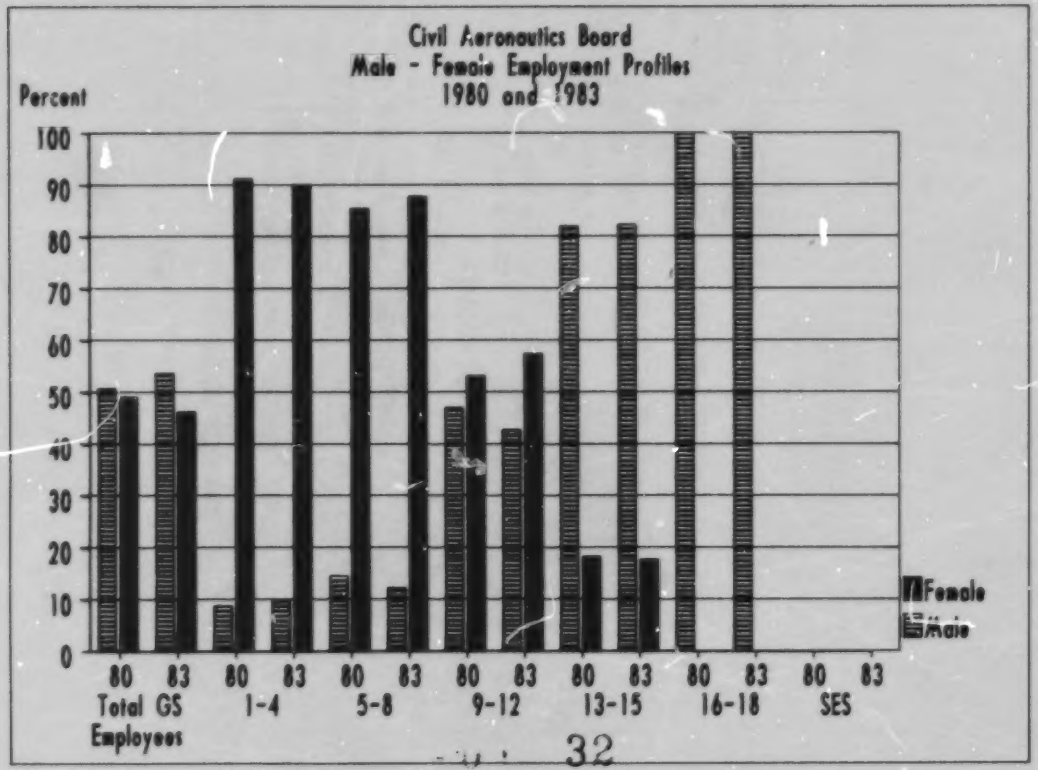
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-3	1	5	1	5	0	0	0	0	0	0	1	5	0	0
GS-4	2	25	1	20	0	0	0	0	0	0	1	20	1	5
SUBTOTAL	3	31	2	26	0	0	0	0	0	0	2	26	1	5
GS-5	11	30	6	14	0	2	0	1	0	0	6	17	5	13
GS-6	4	29	3	18	0	0	0	0	0	0	3	18	1	11
GS-7	9	54	5	23	0	0	0	0	0	0	5	23	4	31
GS-8	1	33	0	9	0	1	0	0	0	0	0	10	1	23
SUBTOTAL	25	146	14	64	0	3	0	1	0	0	14	68	11	78
GS-9	8	29	2	14	0	1	0	0	0	0	2	15	6	14
GS-10	0	2	0	1	0	0	0	0	0	0	0	1	0	1
GS-11	26	32	5	8	0	0	1	0	0	0	5	8	21	24
GS-12	45	26	4	3	1	0	0	0	0	0	5	3	40	23
SUBTOTAL	79	89	10	26	1	1	1	0	0	0	12	27	67	62
GS-13	78	21	6	3	0	0	0	0	0	0	6	3	72	18
GS-14	68	12	2	1	0	0	0	0	0	0	2	1	66	11
GS-15	62	13	1	0	0	0	0	0	0	0	1	0	61	13
SUBTOTAL	208	46	9	4	0	0	0	0	0	0	9	4	199	42
GS-16	7	0	0	0	1	0	0	0	0	0	1	0	6	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	0	0	0	1	0	0	0	0	0	1	0	8	0
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	324	312	35	120	2	4	1	1	0	0	38	125	286	187

25

Civil Aeronautics Board
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	1	9	0	9	0	0	0	0	0	0	0	9	1	0
SUBTOTAL	1	9	0	9	0	0	0	0	0	0	0	9	1	0
GS-5	5	9	4	7	0	1	0	0	0	0	4	8	1	1
GS-6	3	12	3	10	0	0	0	1	0	0	3	11	0	1
GS-7	3	38	2	22	0	0	0	0	0	0	2	22	1	16
GS-8	1	27	0	12	0	0	0	0	0	0	0	12	1	15
SUBTOTAL	12	86	9	51	0	1	0	1	0	0	9	53	3	33
GS-9	5	17	2	10	0	0	0	0	0	0	2	10	3	7
GS-10	0	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-11	10	23	2	7	0	0	1	0	0	0	3	7	7	16
GS-12	23	10	3	2	1	0	0	0	0	0	4	2	19	8
SUBTOTAL	38	51	7	19	1	0	1	0	0	0	9	19	29	32
GS-13	30	14	4	2	0	0	0	0	0	0	4	2	46	14
GS-14	59	10	3	0	0	0	0	0	0	0	3	0	56	10
GS-15	44	7	1	0	0	0	0	0	0	0	1	0	43	7
SUBTOTAL	133	33	8	2	0	0	0	0	0	0	8	2	145	31
GS-16	4	0	0	0	1	0	0	0	0	0	1	0	3	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4	0	0	0	1	0	0	0	0	0	1	0	3	0
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	188	179	24	81	2	1	1	1	0	0	27	93	181	96


Civil Aeronautics Board
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority

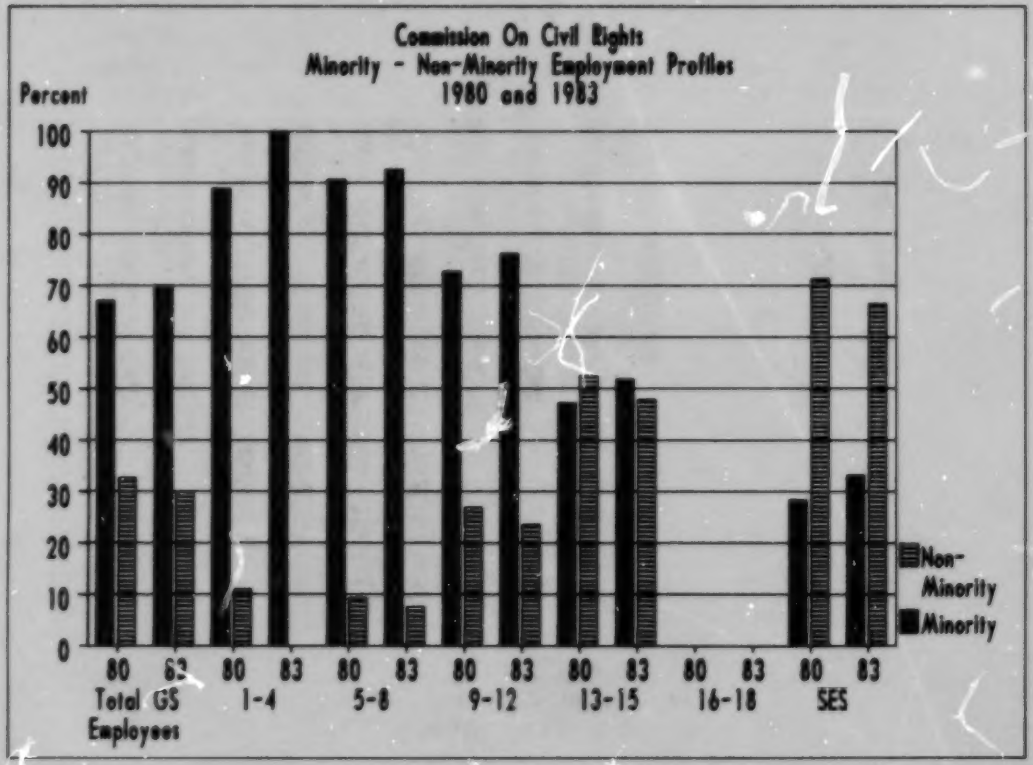

Civil Aeronautics Board
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

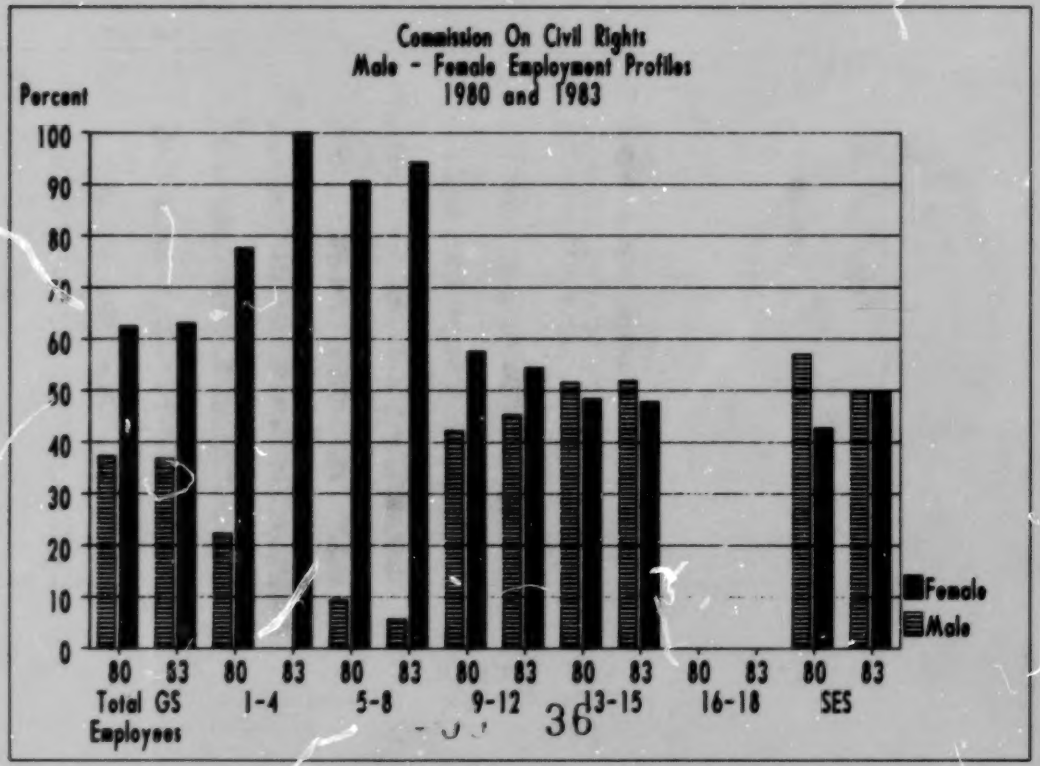
Commission on Civil Rights
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	2	7	1	5	1	1	0	0	0	0	2	6	0	1
SUBTOTAL	2	7	1	5	1	1	0	0	0	0	2	6	0	1
GS-5	2	14	2	9	0	2	0	0	0	0	2	11	0	3
GS-6	2	16	2	15	0	1	0	0	0	0	2	16	0	0
GS-7	1	22	1	15	0	4	0	0	0	0	1	19	0	3
GS-8	1	5	1	4	0	0	0	0	0	0	1	4	0	1
SUBTOTAL	6	57	6	43	0	8	0	0	0	0	6	51	0	6
GS-9	4	8	3	7	0	0	0	0	0	0	3	7	1	1
GS-10	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-11	11	17	4	9	2	4	1	1	0	0	7	14	4	3
GS-12	21	23	9	12	2	1	1	0	0	0	12	13	4	10
SUBTOTAL	36	49	16	29	4	5	2	1	0	0	22	35	9	14
GS-13	18	32	4	12	0	1	2	3	0	0	6	16	12	16
GS-14	17	10	3	2	3	3	1	1	0	0	7	6	10	4
GS-15	14	4	5	0	3	1	0	0	0	1	8	2	6	2
SUBTOTAL	49	46	12	14	6	5	3	4	0	1	21	24	28	22
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	4	3	1	1	0	0	0	0	0	0	1	1	3	2
TOTAL	97	162	36	92	16	19	5	5	0	1	57	117	40	45

Commission on Civil Rights
(1981 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	0	2	0	2	0	0	0	0	0	0	0	2	0	0
SUBTOTAL	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-5	1	11	1	9	0	2	0	0	0	0	1	11	0	0
GS-6	0	14	0	13	0	0	0	0	0	0	0	13	0	1
GS-7	1	18	1	12	0	4	0	0	0	0	1	16	0	2
GS-8	1	7	1	6	0	0	0	0	0	0	1	6	0	1
SUBTOTAL	3	50	3	40	0	6	0	0	0	0	3	46	0	4
GS-9	3	5	2	5	0	0	0	0	0	0	2	5	1	0
GS-10	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-11	4	5	1	4	1	0	1	1	0	0	3	5	1	0
GS-12	18	19	8	8	6	2	1	1	0	0	15	11	3	8
SUBTOTAL	25	30	11	18	7	2	2	2	0	0	20	22	5	8
GS-13	17	25	4	12	0	2	1	1	0	0	5	15	12	10
GS-14	12	10	3	3	2	3	1	0	0	0	6	6	6	4
GS-15	11	2	5	0	2	1	0	0	0	0	7	1	4	1
SUBTOTAL	40	37	12	15	4	6	2	1	0	0	18	22	22	15
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	3	3	1	1	0	0	0	0	0	0	1	1	2	2
TOTAL	71	122	27	76	11	14	4	3	0	0	42	93	29	29


Commission On Civil Rights
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority

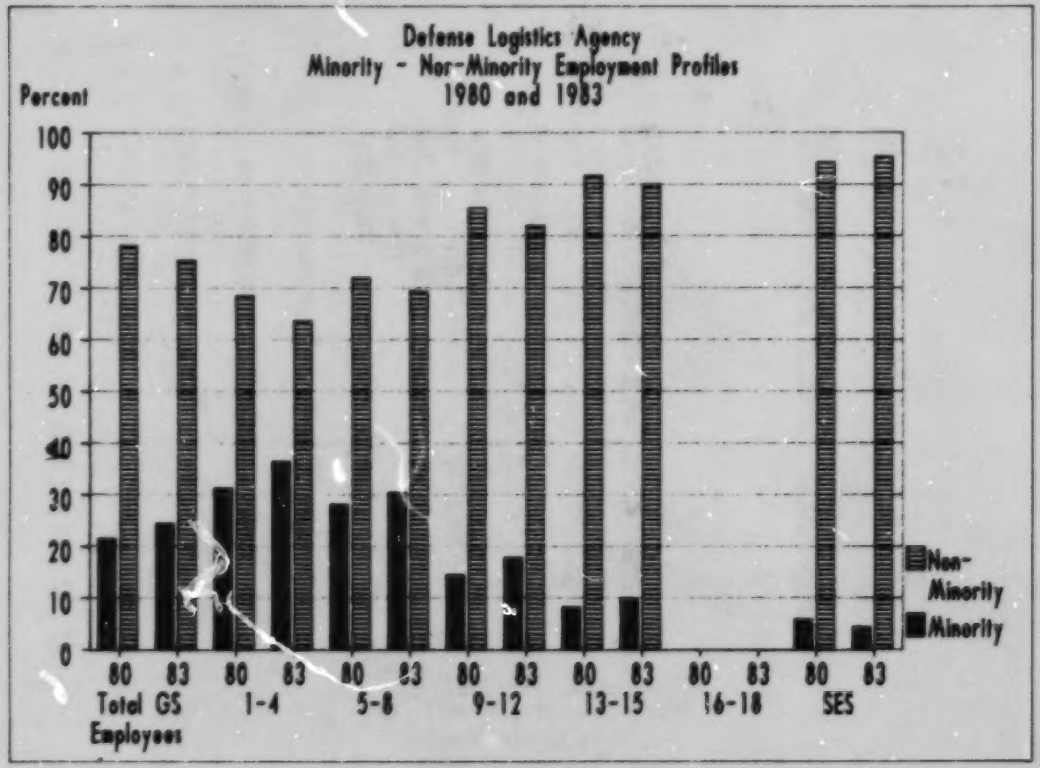

Commission On Civil Rights
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES

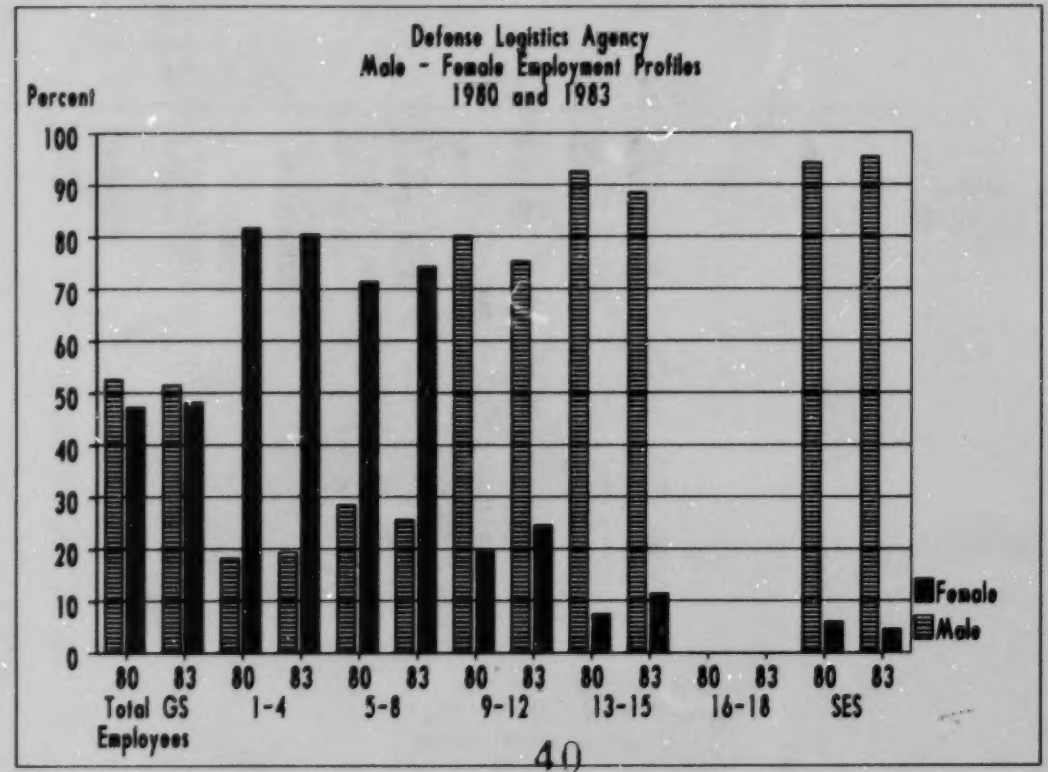
Defense Logistics Agency
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	15	42	5	14	0	1	0	1	1	1	6	17	9	25
GS-2	123	577	53	205	3	17	0	4	0	1	56	227	67	350
GS-3	436	1884	141	535	21	54	3	13	1	5	166	607	270	1277
GS-4	836	3772	290	891	19	95	8	28	1	9	318	1023	518	2749
SUBTOTAL	1410	6275	489	1645	43	167	11	46	3	16	546	1874	864	4401
GS-5	1178	4267	275	991	43	80	17	45	3	18	338	1134	840	3133
GS-6	325	1184	87	275	21	20	7	13	1	4	116	312	209	872
GS-7	1321	1764	273	829	46	28	20	20	4	9	343	886	978	1178
GS-8	125	163	32	42	1	1	1	3	0	0	34	46	91	117
SUBTOTAL	2949	7376	667	1837	111	129	45	81	8	31	831	2078	2118	5298
GS-9	4028	1466	418	413	118	15	43	11	18	6	597	445	3431	1021
GS-10	56	29	14	11	0	0	0	0	0	0	14	11	42	18
GS-11	4777	1071	389	244	90	9	44	10	24	8	547	271	4260	800
GS-12	3523	468	196	95	38	3	41	3	20	2	295	103	3228	365
SUBTOTAL	12384	3034	987	763	246	27	128	24	62	16	1423	830	10961	2204
GS-13	1287	125	79	24	15	1	15	0	5	1	114	26	1173	99
GS-14	536	28	26	2	2	0	3	0	0	0	31	2	505	26
GS-15	229	11	4	0	4	0	1	0	0	0	9	0	220	11
SUBTOTAL	2052	164	109	26	21	1	19	0	5	1	154	28	1898	136
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	16	1	1	0	0	0	0	0	0	0	1	0	15	1
TOTAL	16811	16850	2253	4271	421	324	203	151	78	64	2955	4810	15856	12040

Defense Logistics Agency
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	15	43	6	12	0	0	0	0	0	0	6	12	9	31
GS-2	109	306	43	128	3	11	1	3	0	2	47	144	62	162
GS-3	498	1708	178	600	13	57	6	22	2	11	199	690	299	1018
GS-4	764	3702	271	1011	24	123	11	40	3	21	309	1195	455	2507
SUBTOTAL	1386	5759	498	1751	40	191	18	65	5	34	561	2041	825	3718
GS-5	1015	4100	295	991	32	117	16	60	5	23	348	1191	667	2909
GS-6	326	1277	108	321	13	37	9	24	1	13	131	397	195	880
GS-7	1188	1985	272	532	46	42	18	18	10	20	346	612	842	1373
GS-8	99	214	28	66	3	1	1	2	0	1	32	70	67	144
SUBTOTAL	2628	7576	703	1910	94	197	44	106	16	57	857	2270	1771	5306
GS-9	4213	1988	496	535	182	42	66	27	23	18	765	622	3448	1366
GS-10	58	30	21	13	0	0	0	0	1	0	22	13	36	17
GS-11	5010	1618	446	411	131	28	60	26	43	19	680	484	4330	1134
GS-12	3741	422	243	116	63	4	82	6	36	6	388	32	3353	390
SUBTOTAL	13022	4258	1204	1075	376	74	178	61	97	41	1855	1251	11167	3007
GS-13	1327	217	81	42	19	2	19	1	8	0	127	45	1200	172
GS-14	531	33	29	5	4	0	4	0	4	0	41	5	490	28
GS-15	213	17	8	1	4	0	2	0	0	0	14	1	197	16
SUBTOTAL	2071	267	118	48	29	2	25	1	12	0	184	51	1887	216
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	21	1	1	0	0	0	0	0	0	0	1	0	20	1
TOTAL	19125	17861	2524	4784	539	464	265	233	130	132	3458	5613	15670	12248


Defense Logistics Agency
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Defense Logistics Agency
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Department of Agriculture
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	43	127	21	25	1	8	0	1	1	5	23	39	20	88
GS-2	79	259	24	60	12	27	2	4	4	9	42	100	37	159
GS-3	441	1110	119	202	39	53	0	8	15	25	173	288	268	822
GS-4	1362	3852	263	425	109	142	14	39	31	32	417	838	963	3014
SUBTOTAL	1945	5348	427	912	161	230	18	52	51	71	657	1265	1288	4083
GS-5	2951	6448	379	705	183	127	17	38	47	54	626	924	2325	5724
GS-6	1935	2562	119	450	56	53	3	19	23	14	203	536	1732	2026
GS-7	8508	3854	469	541	381	70	38	35	88	23	976	669	7612	3185
GS-8	1240	376	71	68	52	3	2	3	4	2	129	68	1111	308
SUBTOTAL	14714	13440	1038	1756	674	253	60	95	162	93	1934	2197	12780	11243
GS-9	11646	1824	714	247	314	37	66	32	76	11	1170	327	10476	1497
GS-10	255	21	16	4	3	0	1	0	3	0	23	4	232	17
GS-11	2070	1191	484	182	209	27	85	29	78	2	826	240	1244	951
GS-12	8720	977	303	124	128	14	118	17	46	3	595	158	8125	819
SUBTOTAL	22691	3743	1487	557	654	78	270	78	203	16	2614	729	20077	3014
GS-13	5826	408	174	48	57	4	67	17	29	2	327	71	5499	337
GS-14	2717	126	64	9	18	1	26	2	14	0	122	12	2595	114
GS-15	1270	44	31	4	7	0	12	0	2	0	52	4	1218	40
SUBTOTAL	9813	578	269	61	82	5	105	19	45	2	501	87	9312	491
GS-16	16	1	0	0	0	0	1	0	0	0	1	0	15	1
GS-17	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	21	2	0	0	0	0	1	0	0	0	1	0	20	2
SES	320	18	8	2	1	0	1	0	3	0	15	2	307	16
TOTAL	49504	23129	3229	3288	1572	566	455	244	464	182	5720	4280	43784	18849

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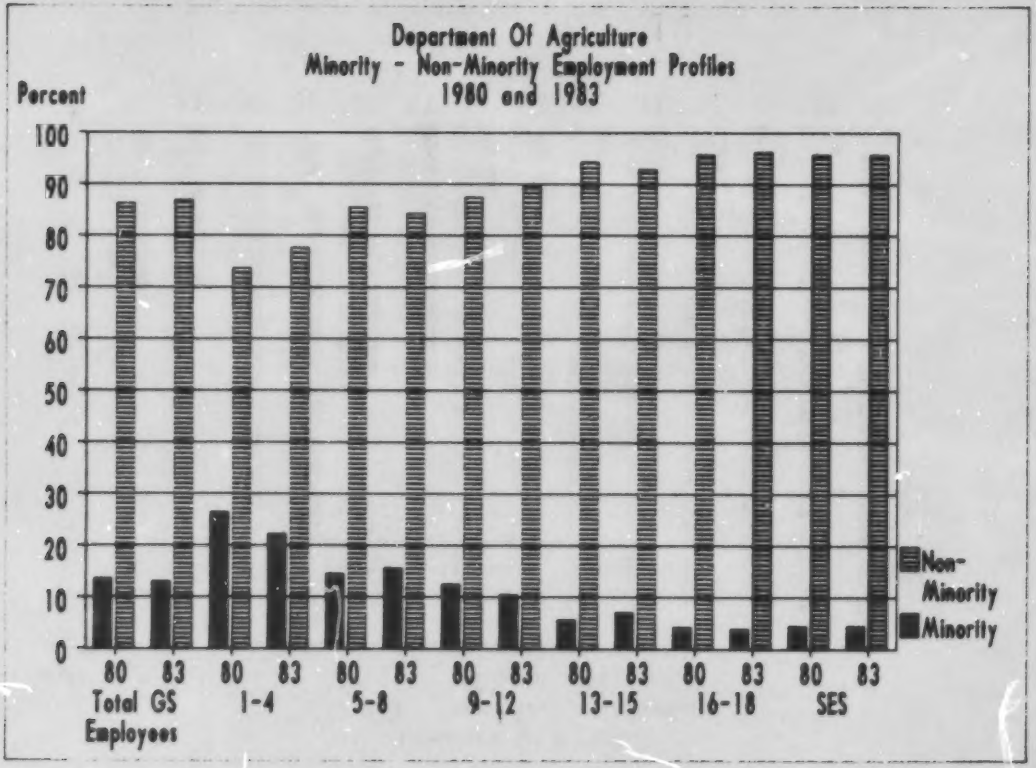
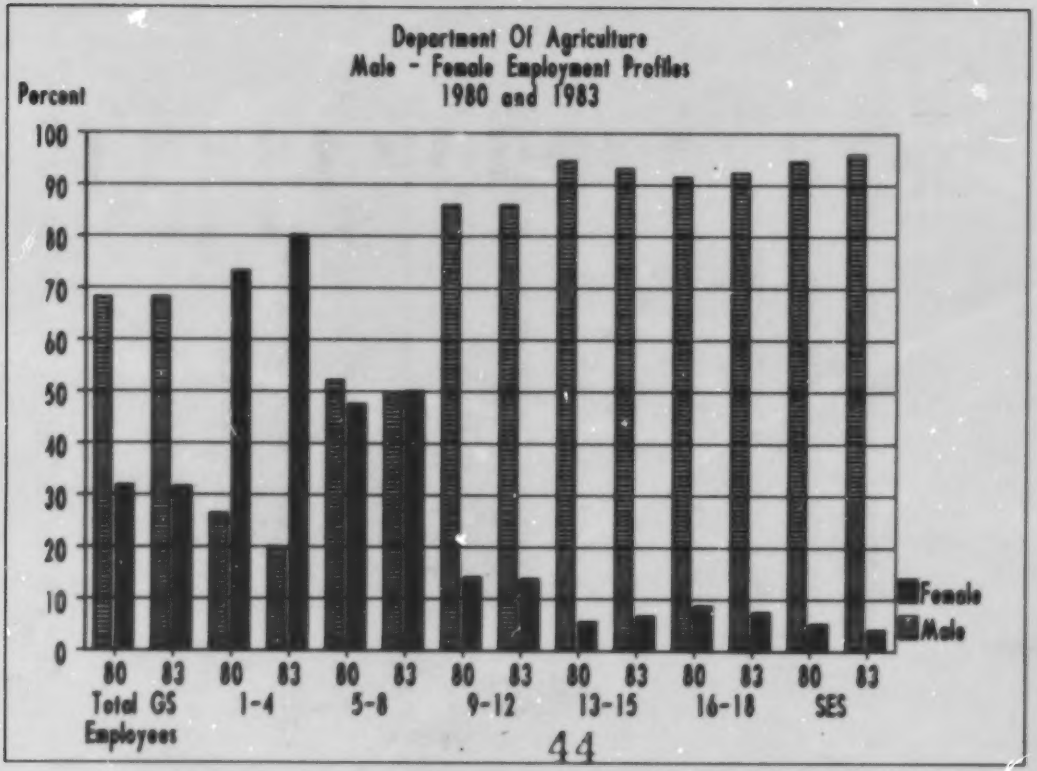
Department of Agriculture
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	5	3	2	0	0	0	0	0	0	0	2	0	3	3
GS-2	79	161	14	14	4	4	0	1	13	10	31	29	48	132
GS-3	427	1736	96	241	25	59	4	14	17	49	142	363	285	1373
GS-4	1222	5078	223	723	64	196	7	36	25	103	319	1058	903	4020
SUBTOTAL	1733	6978	335	978	93	259	11	51	55	162	494	1480	1239	5528
GS-5	2977	7324	320	813	143	214	31	63	80	77	574	1167	2403	6157
GS-6	2041	2986	132	534	87	82	5	24	43	32	267	672	1774	2314
GS-7	8283	4195	412	596	378	96	46	43	139	53	975	786	7308	3409
GS-8	1603	564	88	91	56	9	4	3	15	7	163	110	1440	454
SUBTOTAL	14904	15069	952	2034	664	399	86	133	277	169	1979	2735	12925	12334
GS-9	12805	2912	779	291	490	68	128	61	160	17	1557	437	11248	2475
GS-10	325	26	13	5	8	0	1	1	5	0	27	6	298	20
GS-11	12510	1636	479	232	241	50	110	36	120	10	950	328	11560	1308
GS-12	8698	991	333	166	136	18	190	32	62	3	721	219	7977	772
SUBTOTAL	34338	5565	1604	694	875	136	429	130	347	30	3255	990	31083	4575
*GS-13	5736	475	215	61	68	11	103	18	39	2	425	92	5311	383
*GS-14	2679	183	80	16	18	3	25	4	13	3	136	26	2543	157
GS-15	1195	46	27	1	10	2	13	0	3	0	53	3	1142	43
SUBTOTAL	9610	704	322	78	96	16	141	22	55	5	614	121	8996	583
GS-16	20	1	0	0	0	0	1	0	0	0	1	0	19	1
GS-17	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-18	0	1	0	0	0	0	0	0	0	0	0	0	0	1
SUBTOTAL	24	2	0	0	0	0	1	0	0	0	1	0	23	2
SES	301	13	10	2	1	1	0	0	0	0	11	3	290	10
TOTAL	60910	28331	3223	3786	1729	811	668	336	734	366	6354	5299	54556	23032

* for agencies with GM series, these values are added into the GS series


Department Of Agriculture
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department Of Agriculture
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Department of Air Force
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	64	234	23	68	3	18	0	5	0	1	26	92	38	142
GS-2	229	1141	43	194	34	74	2	11	1	10	80	291	149	850
GS-3	1345	7564	211	98[illegible]	253	640	[illegible]3	98	9	37	486	1757	859	5807
GS-4	2350	14897	328	1469	250	1002	9[illegible]	168	13	80	619	2719	1731	12178
SUBTOTAL	3988	23836	605	2715	540	1734	43	282	23	128	1211	4859	2777	18977
GS-5	8020	16537	614	1506	635	1087	31	182	20	97	1500	2872	3720	13665
GS-6	1932	5699	209	477	208	278	16	49	7	20	440	824	1492	4875
GS-7	5761	6308	472	893	708	349	39	60	17	25	1236	1027	4525	5281
GS-8	1459	829	121	67	95	31	9	8	8	4	233	110	1226	719
SUBTOTAL	14172	29373	1416	2643	1646	1745	95	299	52	146	3209	4833	10963	24540
GS-9	11515	5119	629	449	1066	256	93	56	58	13	1846	794	9669	4325
GS-10	784	159	35	8	53	4	1	3	3	0	92	15	692	144
GS-11	13523	2940	575	259	607	97	187	49	62	20	1401	425	12122	2515
GS-12	13767	1545	476	157	421	44	185	10	53	14	1105	227	12662	1318
SUBTOTAL	39589	9763	1715	873	2147	401	406	118	176	67	4444	1461	35145	8302
GS-13	7872	381	221	29	168	7	87	7	30	2	503	45	7[illegible]9	306
GS-14	2872	76	71	6	35	0	22	2	10	0	138	8	[illegible]	68
GS-15	967	23	18	3	11	1	5	0	2	1	36	5	[illegible]	18
SUBTOTAL	11611	480	310	38	211	8	114	9	42	3	677	58	1[illegible]34	392
GS-16	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4	0	0	0	0	0	0	0	0	0	0	0	4	0
SES	185	4	4	0	1	0	2	0	1	0	8	0	177	4
TOTAL	69349	63426	4050	6269	4545	3890	660	708	294	344	9549	11211	59800	52215

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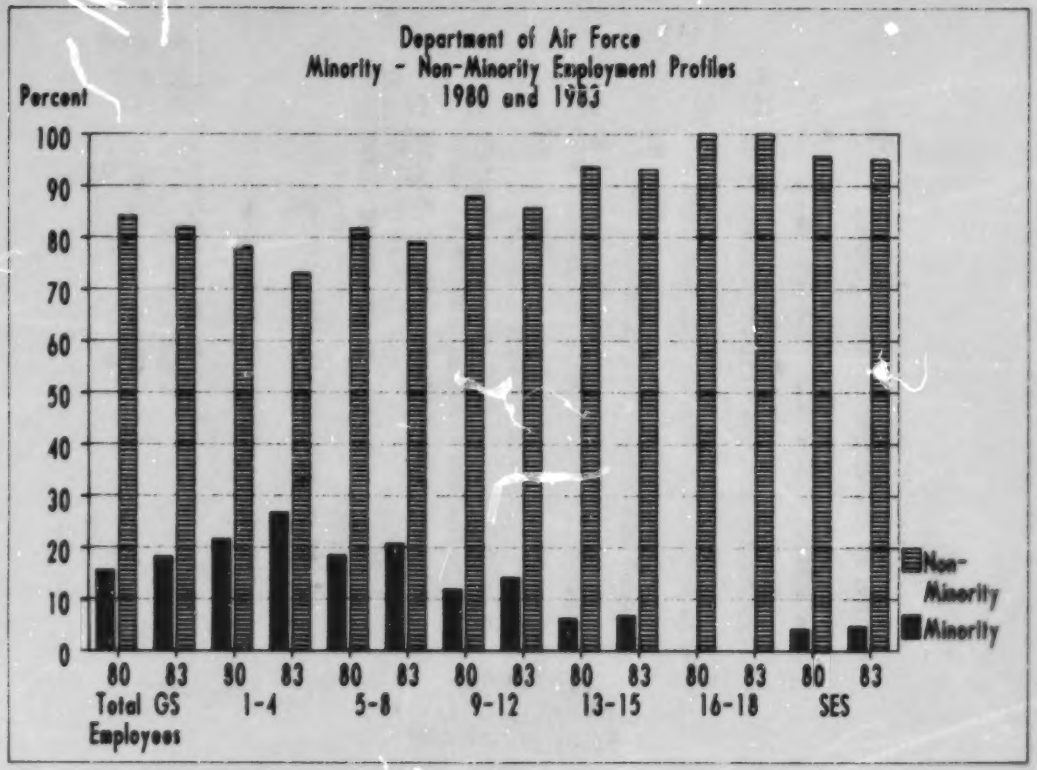
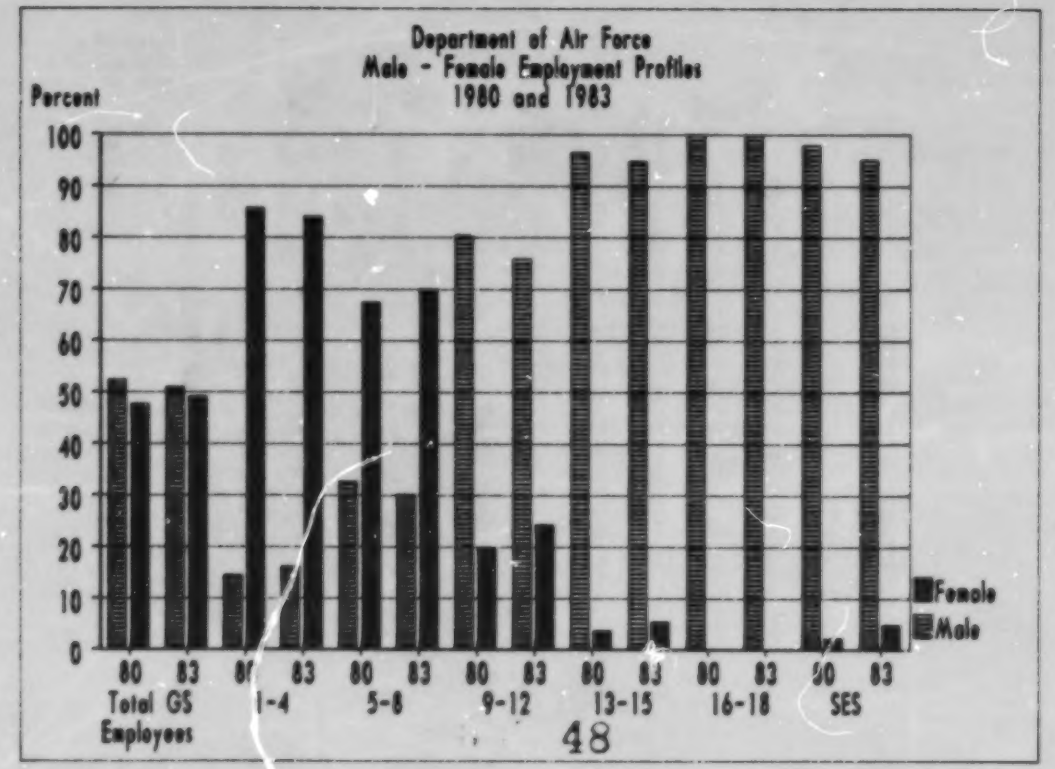
Department of Air Force
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	37	117	13	41	7	21	1	0	0	3	21	65	16	52
GS-2	161	616	25	107	20	50	5	9	0	4	51	170	110	446
GS-3	1225	6095	251	1001	196	628	16	132	6	44	471	1823	754	4274
GS-4	2668	14785	329	1868	328	1217	46	244	16	159	819	3488	1849	11297
SUBTOTAL	4891	21617	723	3017	549	1916	68	385	22	230	1362	5548	2729	16069
GS-5	5147	17745	660	1852	560	1292	99	263	39	165	1378	3572	3769	14173
GS-6	2001	6435	236	563	215	438	17	92	14	39	482	1132	1519	5303
GS-7	5535	7170	540	670	686	511	78	92	40	51	1344	1324	4191	5846
GS-8	1132	881	98	70	73	34	13	13	9	3	193	120	939	761
SUBTOTAL	13815	32231	1534	3155	1554	2275	207	460	102	258	3417	6148	10398	26083
GS-9	11207	6162	784	554	1148	344	151	85	94	52	2177	1035	9030	5127
GS-10	729	177	34	15	55	5	8	4	4	0	101	24	628	153
GS-11	12962	3990	590	369	906	212	179	49	94	47	1769	677	11193	3313
GS-12	14600	2357	493	209	538	69	249	33	98	19	1378	330	13222	2027
SUBTOTAL	39498	12686	1901	1147	2647	630	587	171	290	138	5425	2066	34073	10620
GS-13	7729	560	208	48	280	14	102	16	46	0	556	75	7173	485
GS-14	3042	101	68	6	50	1	39	2	9	1	166	10	2876	91
GS-15	991	25	21	2	14	1	8	0	2	0	45	3	946	22
SUBTOTAL	11762	686	297	83	344	16	149	18	57	1	767	88	10995	598
GS-16	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	3	0	0	0	0	0	0	0	0	0	0	0	3	0
SFS	200	10	3	0	2	1	3	0	1	0	9	1	191	9
TOTAL	69319	67230	4478	7372	5016	4838	1014	1034	472	607	10980	13851	58389	53379

* for agencies with GM series, these values are added into the GS series


Department of Air Force
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department of Air Force
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

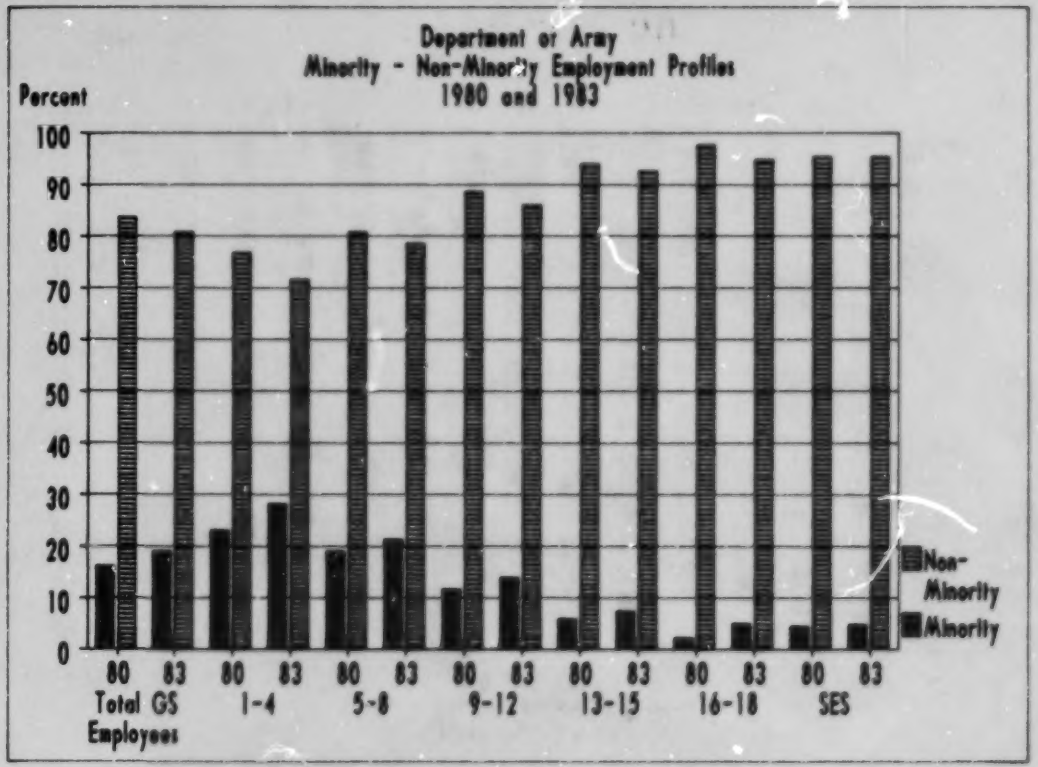
Department of Army
(1980 EMPLOYMENT PROFILE)

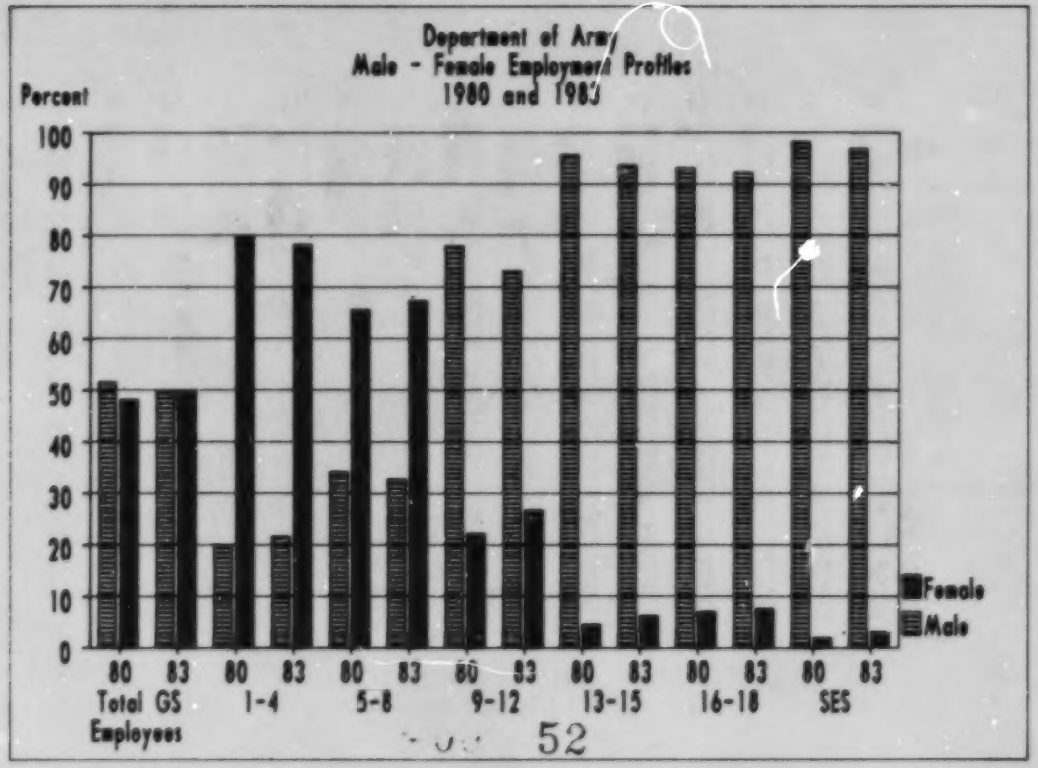
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	89	371	34	136	7	38	0	9	0	0	41	173	48	198
GS-2	596	2532	193	538	50	73	5	22	1	2	249	635	347	1897
GS-3	3102	14524	819	2491	290	526	36	181	6	29	1151	3227	1951	11297
GS-4	6424	23474	1128	3406	572	838	65	238	18	64	1780	4546	4644	18928
SUBTOTAL	10211	40901	2174	6571	919	1468	106	450	22	95	3221	8581	6990	32320
GS-5	8294	23143	1147	3359	534	707	120	251	30	82	1831	4399	6373	18744
GS-6	3498	9187	467	1371	196	247	42	109	11	31	716	1758	2774	7429
GS-7	9370	9751	830	1453	476	241	155	139	38	33	1499	1866	7871	7885
GS-8	1489	1351	195	233	70	36	22	14	7	3	294	286	1595	1065
SUBTOTAL	22753	43432	2639	6416	1276	1231	339	513	86	149	4340	8309	18613	35123
GS-9	13033	7813	815	1019	496	186	259	152	65	20	1635	1377	11398	6436
GS-10	1297	370	95	34	35	7	13	10	4	1	149	52	1148	268
GS-11	18834	6469	903	715	567	96	415	66	67	19	1952	896	16882	4073
GS-12	22150	2656	773	348	432	27	456	27	65	9	1726	431	20424	2225
SUBTOTAL	55314	15788	2586	2136	1530	316	1143	255	203	49	5462	2756	49852	13002
GS-13	12428	707	377	80	185	7	180	9	27	1	769	97	11659	610
GS-14	5389	167	128	12	48	2	76	7	10	1	282	22	5107	145
GS-15	1890	37	29	2	14	0	14	4	7	0	64	6	1826	31
SUBTOTAL	19707	911	534	94	267	9	270	20	44	2	1113	125	18592	786
GS-16	36	3	1	0	0	0	0	0	0	0	1	0	35	3
GS-17	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	40	3	1	0	0	0	0	0	0	0	1	0	39	3
SES	261	5	8	1	0	0	2	0	1	0	11	1	250	4
TOTAL	108286	101010	7942	15219	3992	3021	1860	1238	356	295	14150	19772	94136	81238

Department of Army
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employment		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	179	848	51	217	8	15	4	15	2	4	65	251	114	597
GS-2	832	2285	219	485	51	87	28	94	10	28	308	694	524	1591
GS-3	3994	16605	1061	3850	362	725	70	390	40	149	1533	5114	2461	11491
GS-4	7785	26213	1490	4720	652	1033	100	418	74	192	2316	6363	5469	19850
SUBTOTAL	12790	45951	2821	9272	1073	1860	202	917	126	373	4222	12422	8568	33529
GS-5	9330	26268	1594	4155	630	943	155	390	59	217	2438	5705	6892	20563
GS-6	3761	10598	539	1634	239	301	57	151	41	68	876	2154	2885	8444
GS-7	9711	11831	1009	1723	495	362	148	192	72	97	1744	2374	7967	9457
GS-8	1656	1598	192	280	83	42	31	15	10	10	316	347	1340	1251
SUBTOTAL	24458	50295	3334	7792	1447	1648	411	748	182	392	5374	10580	19084	[illegible]
GS-9	14458	10795	1195	1522	632	316	325	261	125	59	2277	2156	12181	8637
GS-10	1221	362	96	39	38	7	9	10	13	5	147	61	1074	301
GS-11	20484	7369	1176	1044	769	205	514	128	135	41	2594	1418	17890	5951
GS-12	25756	4187	1073	641	588	55	696	59	125	18	2482	773	23274	3414
SUBTOTAL	61919	22713	3534	3246	2024	583	1544	458	398	123	7500	4410	54419	18303
GS-13	13029	1052	429	132	247	9	255	15	66	1	997	157	12032	895
GS-14	5981	302	168	23	83	3	114	12	24	1	389	39	5592	263
GS-15	2260	54	43	3	16	1	22	2	7	0	88	6	2172	48
SUBTOTAL	21270	1408	640	158	346	13	391	29	97	2	1474	202	19796	1206
GS-16	32	3	2	0	0	0	0	0	0	0	2	0	30	3
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SUBTOTAL	36	3	2	0	0	0	0	0	0	0	2	0	34	3
SES	330	11	12	1	1	0	1	0	1	0	15	1	315	10
TOTAL	120803	120381	10343	20469	4891	4104	2549	2152	804	890	18587	27615	102216	92766

* for agencies with GM series, these values are added into the GS series


Department of Army
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department of Army
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Department of Commerce
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	109	245	12	24	6	18	0	2	0	0	18	44	91	201
GS-2	258	896	90	383	6	12	6	1	1	0	103	396	155	500
GS-3	718	3015	148	603	17	49	7	13	2	4	191	669	527	2346
GS-4	697	2330	160	701	21	43	13	19	5	8	199	771	498	1559
SUBTOTAL	1782	6486	427	1711	50	122	26	35	8	12	511	1880	1271	4606
GS-5	790	2588	173	788	27	57	6	4	1	4	207	845	583	1743
GS-6	350	1635	107	498	11	29	1	13	1	2	120	542	230	1093
GS-7	919	1578	164	489	33	41	11	15	2	3	210	548	709	1030
GS-8	288	408	70	160	4	6	4	4	1	2	79	172	209	236
SUBTOTAL	2347	6209	514	1927	75	133	22	36	5	11	616	2107	1731	4102
GS-9	1563	1025	210	296	51	42	31	13	5	2	297	353	1266	672
GS-10	942	82	44	27	31	1	11	1	4	0	90	29	852	53
GS-11	2628	788	195	186	68	32	35	17	12	6	310	241	2318	547
GS-12	2969	711	205	149	49	16	47	17	6	1	307	183	2662	528
SUBTOTAL	8102	2606	654	656	199	91	124	50	27	9	1004	806	7098	1800
GS-13	3130	482	181	96	59	6	80	11	5	0	325	113	2805	369
GS-14	2522	228	111	36	27	4	56	4	3	0	197	44	2325	184
GS-15	1625	95	61	8	16	1	24	1	4	0	105	10	1520	85
SUBTOTAL	7277	805	353	140	102	11	160	16	12	0	627	167	6650	638
GS-16	17	1	0	0	0	0	0	0	0	0	0	0	17	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	2	0	1	0	0	0	0	0	0	0	1	0	1	0
SUBTOTAL	20	1	1	0	0	0	0	0	0	0	1	0	19	1
SES	405	27	16	2	1	0	7	0	0	0	24	2	381	25
TOTAL	19933	16134	1965	4436	427	357	339	157	52	32	2783	4962	17150	11172

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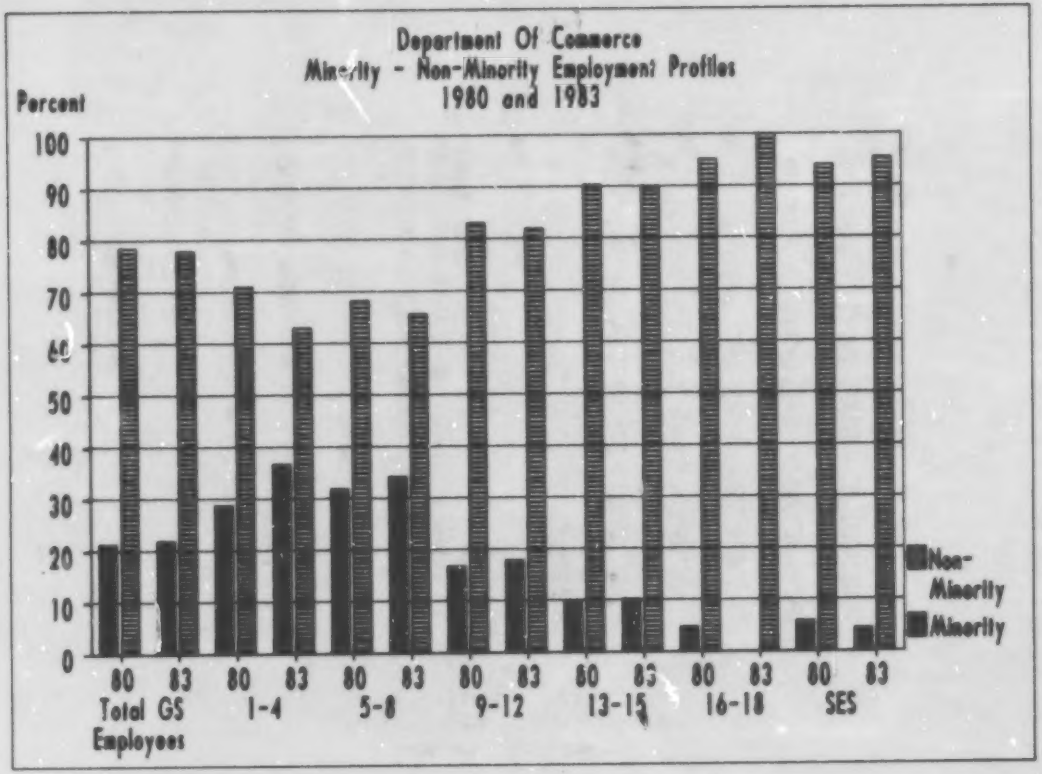
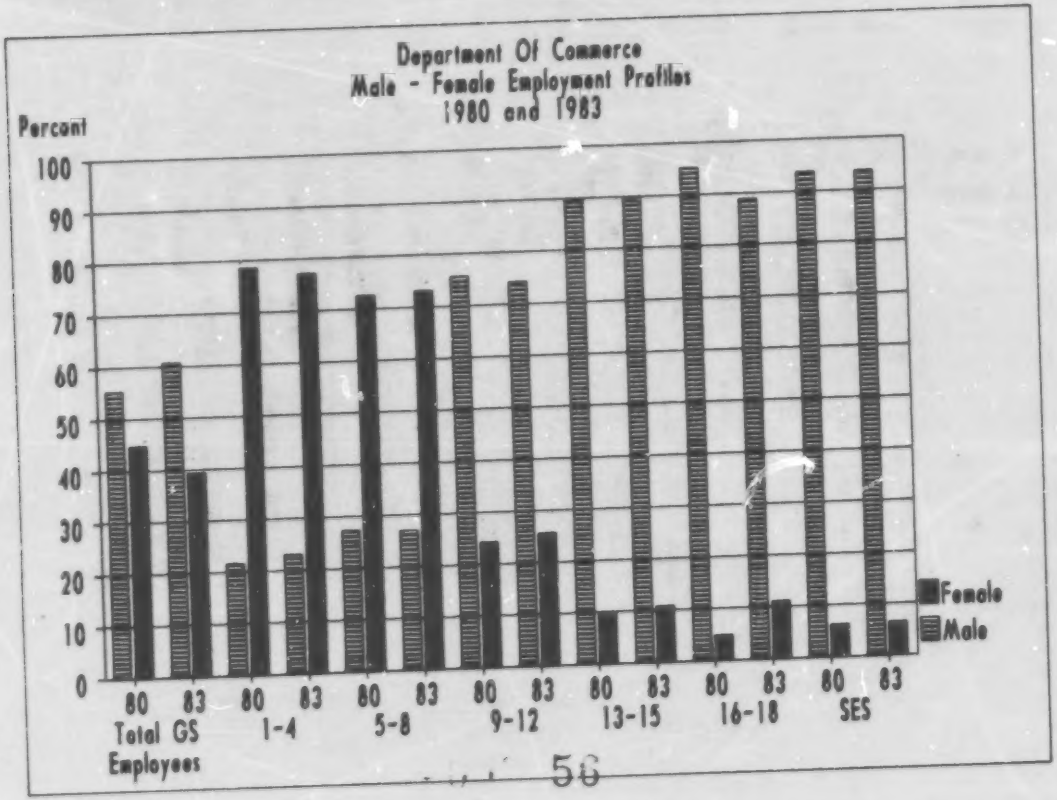
Department of Commerce
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	14	24	5	12	1	1	1	0	1	0	8	13	6	11
GS-2	90	158	21	78	0	2	1	4	0	1	22	85	68	73
GS-3	272	1122	96	337	3	7	7	7	2	5	108	356	164	766
GS-4	440	1427	119	550	12	15	5	13	1	3	137	581	303	846
SUBTOTAL	816	2731	241	977	16	25	14	24	4	9	275	1035	541	1696
GS-5	548	1955	120	785	16	38	19	17	3	8	158	768	390	1187
GS-6	256	1336	82	425	9	21	3	10	0	3	94	459	162	877
GS-7	803	1296	129	421	16	20	30	22	1	4	176	467	627	829
GS-8	236	397	40	155	8	7	7	2	0	2	55	166	181	231
SUBTOTAL	1843	4984	371	1706	49	86	59	51	4	17	483	1860	1360	3124
GS-9	1179	815	133	233	36	9	48	14	8	4	225	260	954	555
GS-10	858	75	50	18	30	4	14	1	4	1	98	24	760	51
GS-11	2368	741	193	180	54	21	50	16	12	0	309	217	2079	524
GS-12	2853	895	219	206	74	33	65	26	9	2	367	267	2486	628
SUBTOTAL	7278	2526	595	637	194	67	177	57	33	7	999	768	6279	1758
GS-13	2914	477	184	83	50	14	85	15	5	1	294	113	2620	364
GS-14	2403	243	113	35	23	5	67	5	3	1	206	46	2197	197
GS-15	1472	92	46	9	17	2	35	0	4	0	102	11	1370	81
SUBTOTAL	6789	812	343	127	90	21	187	20	12	2	602	170	6187	642
GS-16	12	1	0	0	0	0	0	0	0	0	0	0	12	1
GS-17	1	1	0	0	0	0	0	0	0	0	0	0	1	1
GS-18	3	0	0	0	0	0	0	0	0	0	0	0	3	0
SUBTOTAL	16	2	0	0	0	0	0	0	0	0	0	0	16	2
SES	381	26	9	1	2	0	6	0	1	0	18	1	363	25
TOTAL	17123	11081	1529	3448	351	199	443	152	54	35	2377	3834	14746	7247


Department Of Commerce
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

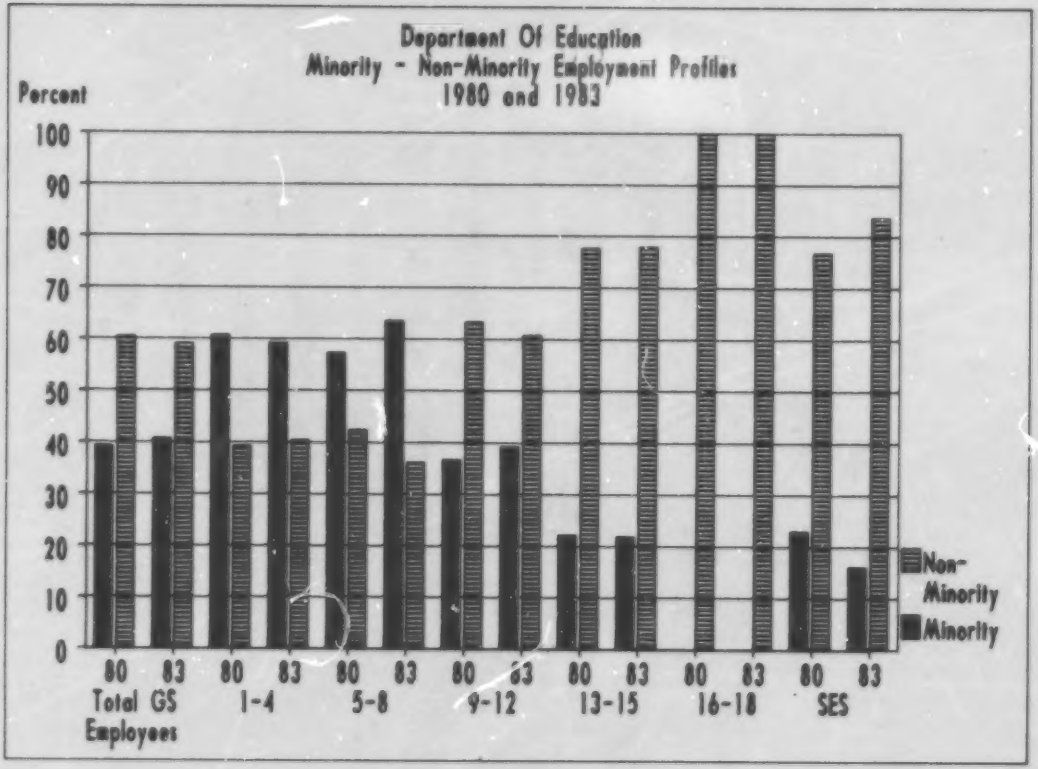

Department Of Commerce
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

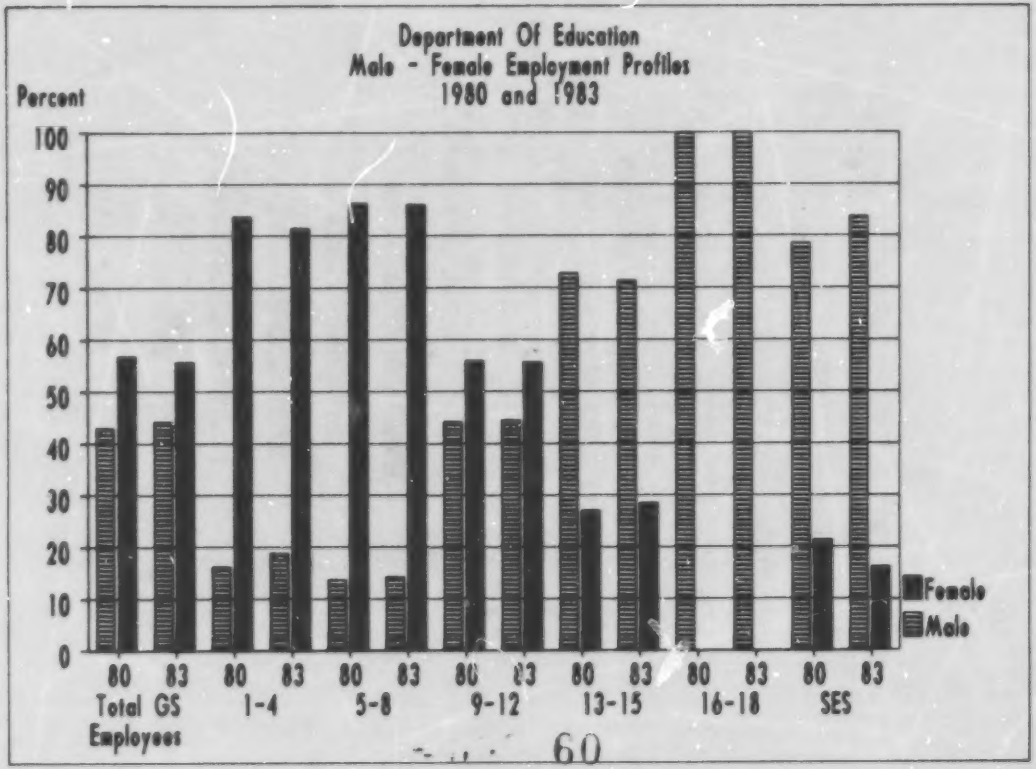
Department of Education
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian /merican/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	9	47	1	24	0	0	0	0	0	0	1	24	8	23
GS-3	39	147	20	88	1	3	0	1	0	0	21	92	18	55
GS-4	40	257	20	155	0	9	0	3	0	2	20	169	20	88
SUBTOTAL	88	451	41	267	1	12	0	4	0	2	42	285	46	166
GS-5	59	403	31	234	2	15	0	5	0	0	33	252	26	151
GS-6	30	311	18	180	1	2	1	2	0	0	20	184	10	127
GS-7	85	353	31	148	2	0	1	8	0	2	34	187	51	166
GS-8	10	95	2	58	0	1	0	1	0	0	2	60	8	35
SUBTOTAL	184	1162	82	640	5	25	2	16	0	2	89	683	95	479
GS-9	185	371	33	150	7	5	6	4	1	1	47	160	138	211
GS-10	6	10	1	4	1	0	0	0	0	0	2	4	4	6
GS-11	202	312	49	127	11	9	4	5	1	0	65	141	137	171
GS-12	465	393	89	151	20	17	8	3	4	2	121	173	344	220
SUBTOTAL	858	1086	172	432	39	31	18	12	6	3	235	478	623	608
GS-13	508	281	74	80	21	14	9	4	0	0	116	98	392	183
GS-14	414	124	50	23	11	5	1	0	1	0	63	28	351	96
GS-15	307	51	41	11	13	1	2	0	0	1	56	13	251	38
SUBTOTAL	1229	456	177	114	45	20	12	4	1	1	235	139	994	317
GS-16	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4	0	0	0	0	0	0	0	0	0	0	0	4	0
SES	44	12	7	2	2	0	0	1	1	0	10	3	34	9
TOTAL	2407	3167	479	1455	92	88	32	37	8	8	611	1588	1796	1579

Department of Education
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	4	18	0	9	0	1	0	0	0	0	0	10	4	8
GS-3	32	99	14	62	0	0	1	0	0	2	15	64	17	35
GS-4	32	178	19	99	1	4	0	1	0	3	20	107	12	71
SUBTOTAL	68	295	33	170	1	5	1	1	0	5	35	181	33	114
GS-5	60	304	28	186	2	8	3	2	0	0	33	196	27	110
GS-6	25	257	15	166	0	5	1	2	0	1	16	174	9	83
GS-7	67	295	32	183	2	4	2	2	0	1	36	190	31	105
GS-8	3	83	2	53	0	0	0	0	0	0	2	53	1	30
SUBTOTAL	155	939	77	586	4	17	6	6	0	2	87	611	68	328
GS-9	88	188	23	99	3	5	1	2	1	1	28	107	60	81
GS-10	5	7	1	2	0	0	0	0	0	0	1	2	4	5
GS-11	140	279	40	115	6	9	4	7	1	2	51	133	89	146
GS-12	522	469	106	184	22	14	12	4	3	0	143	202	379	267
SUBTOTAL	755	943	170	400	31	28	17	13	5	3	223	444	532	499
GS-13	476	260	68	81	21	13	11	7	3	0	103	101	373	159
GS-14	355	119	45	29	7	3	5	1	1	0	58	24	297	95
GS-15	227	48	19	7	10	1	2	0	0	0	31	8	196	37
SUBTOTAL	1058	426	132	108	38	17	18	8	4	0	192	133	866	291
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SES	41	8	3	2	2	0	0	0	1	0	6	2	35	6
TOTAL	2078	2609	415	1266	76	67	42	28	10	10	543	1371	1535	1238


Department Of Education
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

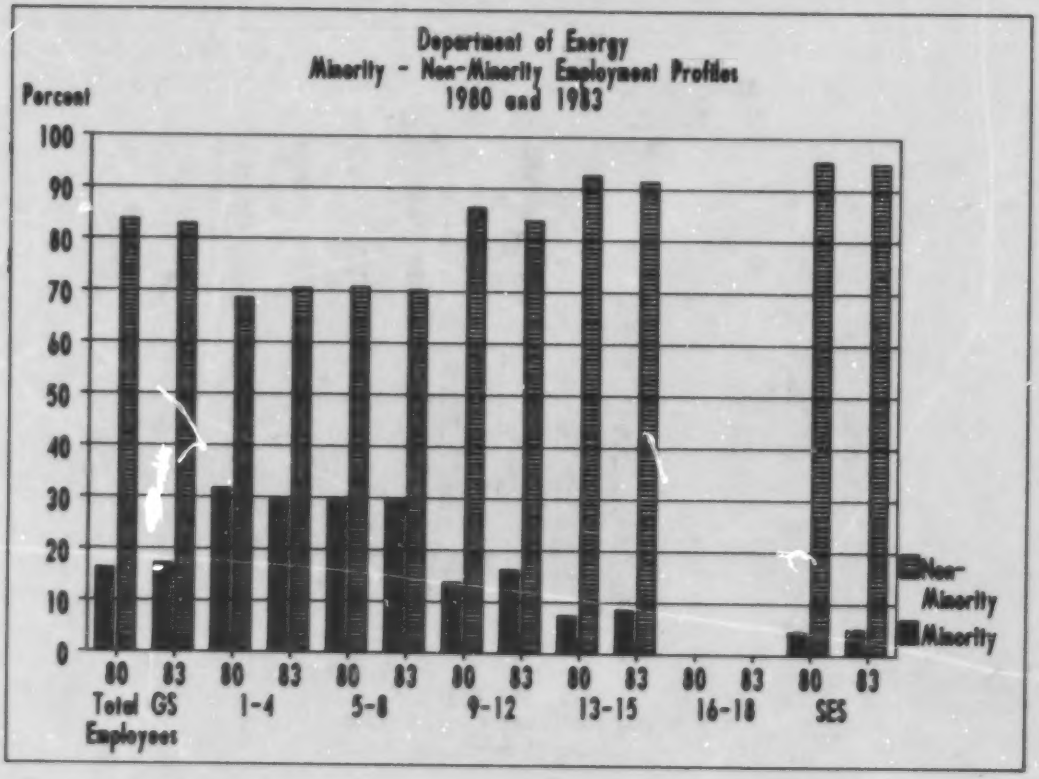

Department Of Education
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

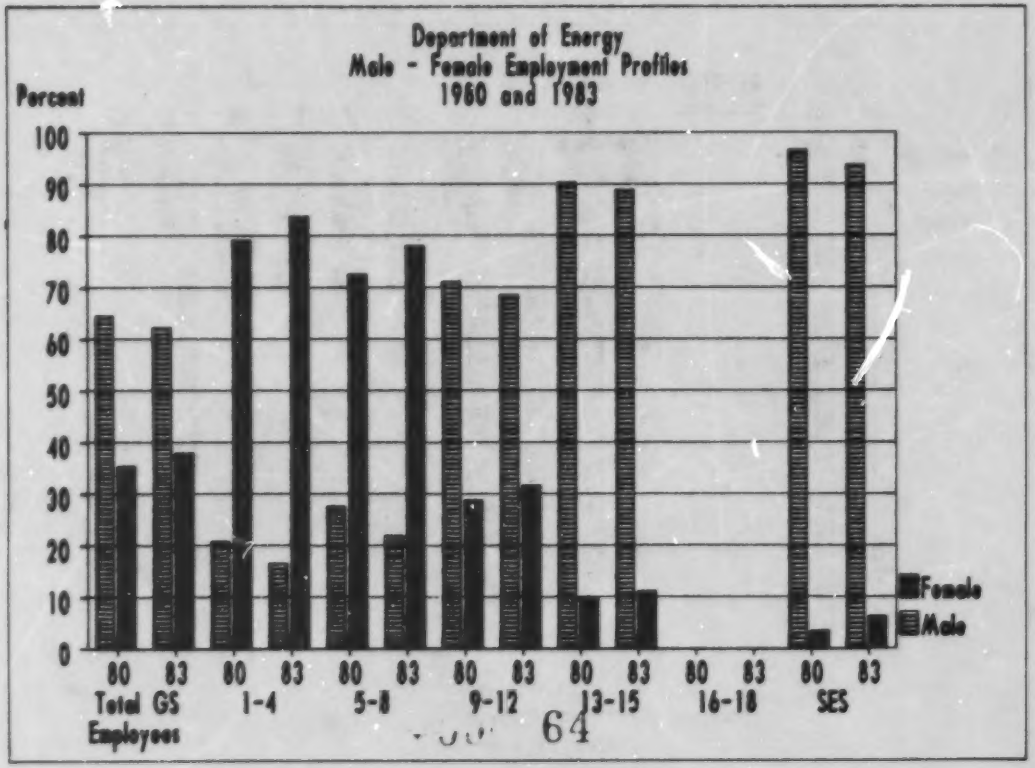
Department of Energy
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	15	1	3	0	1	0	0	0	0	1	4	0	11
GS-2	12	55	4	20	0	3	0	0	0	0	4	23	8	32
GS-3	80	278	23	65	7	11	0	1	1	1	31	78	49	200
GS-4	163	619	34	144	24	27	2	5	5	5	65	181	98	438
SUBTOTAL	256	967	62	232	31	42	2	6	6	6	101	286	155	681
GS-5	275	1022	35	205	52	47	1	17	7	3	95	272	180	750
GS-6	296	979	25	259	101	41	1	11	7	11	134	322	162	657
GS-7	546	1001	50	246	39	19	14	17	10	4	123	286	423	715
GS-8	139	305	11	73	8	6	2	3	1	0	22	82	117	223
SUBTOTAL	1256	3307	131	783	200	113	18	48	25	18	374	962	882	2345
GS-9	707	551	57	104	23	11	7	15	3	1	90	131	617	420
GS-10	80	39	3	7	3	1	0	0	0	0	6	8	74	31
GS-11	1085	486	63	76	29	9	18	7	13	5	123	97	962	389
GS-12	1903	451	89	52	46	14	52	9	10	2	197	77	1706	374
SUBTOTAL	3775	1527	212	239	101	35	77	31	26	8	416	313	3359	1214
GS-13	2333	352	79	48	66	5	60	8	7	0	212	61	2121	291
GS-14	1952	188	60	13	20	1	38	0	4	1	122	15	1830	173
GS-15	1647	92	43	10	15	1	10	2	2	0	70	13	1577	79
SUBTOTAL	5932	632	182	71	101	7	108	10	13	1	404	89	5528	543
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	531	19	15	3	3	0	4	0	2	0	22	3	509	16
TOTAL	11750	6452	600	1328	436	197	209	95	72	33	1317	1653	10433	4799

Department of Energy
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	9	0	1	0	0	0	0	0	0	0	1	0	8
GS-2	15	27	4	6	1	0	0	1	0	0	5	7	10	20
GS-3	34	168	9	35	4	4	1	4	1	4	17	47	19	121
GS-4	87	499	26	84	15	30	0	6	0	8	41	130	46	369
SUBTOTAL	138	703	39	128	12	34	1	11	1	12	63	185	75	518
GS-5	240	953	30	159	57	54	4	20	14	5	105	238	135	715
GS-6	118	890	17	244	21	47	0	10	3	5	41	306	77	584
GS-7	396	912	39	235	38	32	8	6	3	9	88	282	308	630
GS-8	94	250	6	65	4	6	1	2	3	1	14	72	80	178
SUBTOTAL	848	3005	92	701	120	139	13	38	23	20	248	898	600	2107
GS-9	482	422	37	89	28	25	6	11	8	8	79	131	403	291
GS-10	62	19	1	3	3	0	1	0	1	0	6	3	56	16
GS-11	828	479	58	69	29	14	15	17	8	3	110	103	718	376
GS-12	1616	460	90	58	49	12	52	8	10	1	201	79	1415	381
SUBTOTAL	2988	1380	186	219	109	49	74	36	27	12	396	316	2592	1064
GS-13	2084	331	77	42	41	7	67	13	5	0	210	62	1874	269
GS-14	1627	184	57	12	17	1	27	2	8	0	117	15	1510	169
GS-15	1263	111	34	11	14	1	11	1	1	0	60	13	1203	98
SUBTOTAL	4974	626	168	65	100	9	105	16	14	0	387	90	4587	536
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	468	31	11	3	5	0	4	0	2	0	22	3	446	28
TOTAL	9416	5745	496	1116	356	231	197	101	67	44	1116	1492	8300	4253


Department of Energy
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department of Energy
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Department of Health & Human Services
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	78	226	32	78	7	29	2	5	1	8	42	120	36	106
GS-2	287	1156	155	491	19	72	4	8	8	93	186	664	101	492
GS-3	960	5194	348	1852	74	444	14	62	97	978	580	5036	410	2158
GS-4	2383	15366	922	8460	194	665	48	135	101	1077	1217	7327	1166	8039
SUBTOTAL	3708	21942	1476	7571	254	1210	68	210	207	2154	1995	11147	1713	10795
GS-5	2413	12139	702	4035	180	425	33	117	146	974	1033	5551	1380	6588
GS-6	1061	6989	398	2095	46	226	20	80	77	260	538	2661	523	4328
GS-7	2731	12045	600	2638	180	515	45	191	127	272	952	3616	1779	8429
GS-8	1244	3236	204	1122	23	57	16	28	20	27	303	1236	941	2002
SUBTOTAL	7449	34409	1961	9890	399	1223	114	416	372	1533	2826	13062	4623	21347
GS-9	3254	7249	479	1470	124	193	42	170	129	280	774	2113	2480	5136
GS-10	6014	8256	312	1576	325	497	73	148	27	91	737	2312	5277	5944
GS-11	5198	5387	548	1270	212	145	81	102	126	175	967	1692	4231	3695
GS-12	6952	3885	670	918	221	96	96	66	98	83	1085	1165	5867	2722
SUBTOTAL	21418	24777	2009	5234	882	931	292	486	380	629	3563	7280	17855	17497
GS-13	6585	2186	506	398	184	74	130	57	82	21	874	550	5711	1636
GS-14	3795	845	278	132	83	15	75	26	41	8	477	181	3318	664
GS-15	2762	396	186	60	44	16	55	22	20	2	305	100	2949	296
SUBTOTAL	13142	3427	968	590	29.	105	260	105	143	31	1664	831	11478	2596
GS-16	11	0	0	0	0	0	0	0	0	0	0	0	11	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SUBTOTAL	15	0	0	0	0	0	0	0	0	0	0	0	15	0
SES	451	78	29	11	8	1	0	4	2	0	39	16	412	62
TOTAL	46183	84633	6421	23296	1836	3470	724	1225	1104	4349	10087	32338	36096	52295

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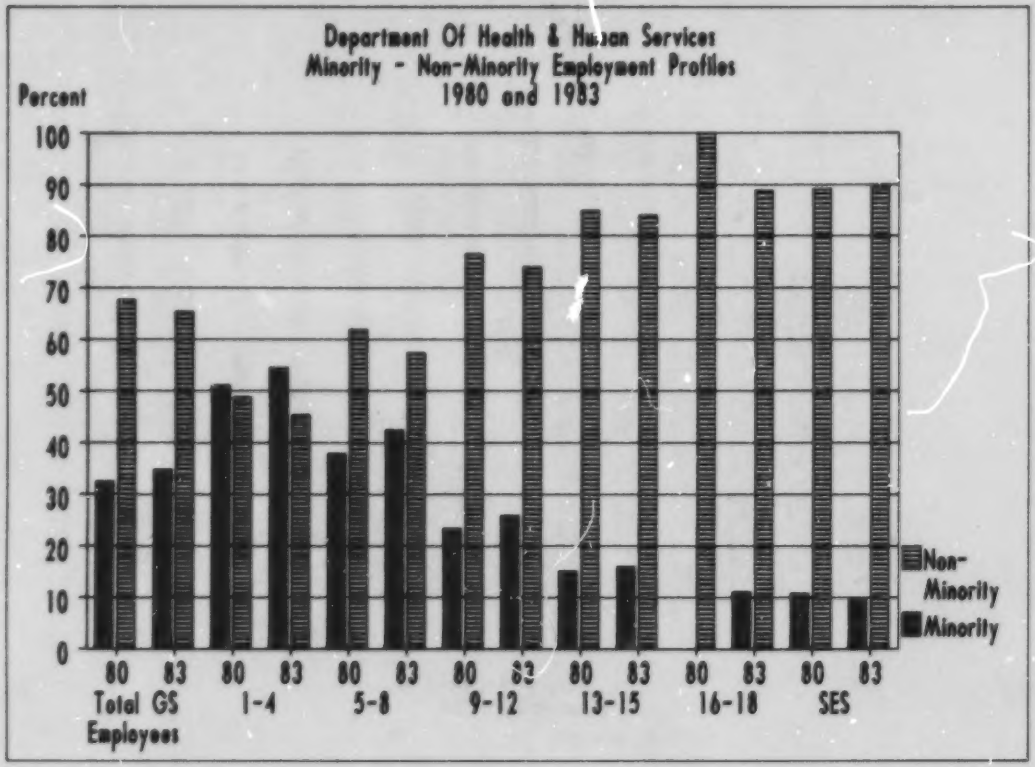
Department of Health & Human Services
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	13	51	8	33	1	1	0	0	0	1	9	35	4	16
GS-2	134	478	47	148	13	29	5	9	4	61	69	239	65	239
GS-3	817	4027	317	1179	72	495	11	48	78	671	478	2391	339	1636
GS-4	1953	13672	781	5260	127	731	28	122	92	1131	998	7244	955	6328
SUBTOTAL	2917	18128	1153	6612	213	1256	44	179	174	1864	1554	9909	1363	8219
GS-5	1862	10075	825	3686	133	431	26	106	122	1075	943	5266	919	4809
GS-6	903	6299	412	2237	34	221	5	56	72	363	523	2877	389	3422
GS-7	2580	12335	614	3126	146	587	49	144	127	315	956	4172	1624	8163
GS-8	1100	3401	228	1248	25	81	10	21	22	31	295	1381	807	2020
SUBTOTAL	6245	32110	1836	10267	350	1320	90	325	343	1784	2635	13696	3610	18414
GS-9	2263	8919	463	1596	112	184	35	125	105	354	715	2257	1548	3862
GS-10	5794	9192	353	1904	363	632	56	159	30	68	802	2743	4992	6449
GS-11	4955	8599	309	1330	222	176	47	120	134	238	932	1864	4023	3735
GS-12	6888	4394	665	1117	234	108	96	79	115	112	1110	1416	5673	2978
SUBTOTAL	19820	25104	1990	5746	931	1100	234	483	384	772	3559	8080	16261	17024
GS-13	6380	2307	308	441	175	88	136	73	75	28	894	630	5486	1677
GS-14	3603	919	260	159	77	20	101	30	48	12	486	221	3117	698
GS-15	2636	372	156	51	56	10	41	20	22	2	275	83	2361	289
SUBTOTAL	12619	3598	724	651	308	118	278	123	145	42	1655	934	10964	2664
GS-16	7	0	0	0	0	0	0	0	0	0	0	0	7	0
GS-17	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	0	1	0	0	0	0	0	0	0	1	0	8	0
SES	484	78	25	12	4	1	8	2	1	0	38	15	418	63
TOTAL	42066	79016	5899	23287	1814	3795	682	1092	1047	4462	9442	32634	32624	46384


Department Of Health & Human Services
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
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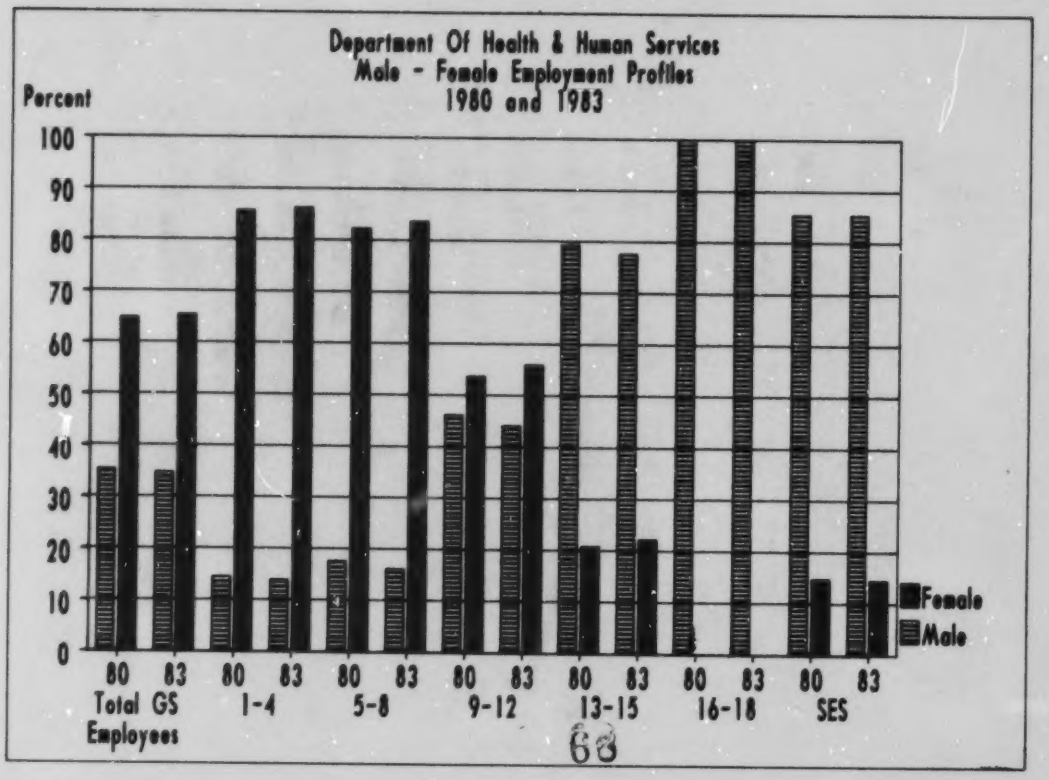
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department Of Health & Human Services
Male - Female Employment Profiles
1980 and 1983
Percent
100
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80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Department of Housing & Urban Development
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	4	44	1	7	0	5	0	0	0	0	1	12	3	32
GS-3	44	350	16	106	2	17	0	0	0	0	18	141	26	209
GS-4	153	1240	41	357	20	84	2	13	4	12	67	466	86	774
SUBTOTAL	201	1634	58	468	22	126	2	13	4	12	86	619	115	1015
GS-5	170	1417	55	424	24	80	6	24	0	5	85	533	85	884
GS-6	56	815	23	347	2	28	4	16	1	3	30	394	26	421
GS-7	228	897	44	398	13	25	7	18	0	2	86	443	142	454
GS-8	20	169	8	107	1	5	0	2	0	1	9	115	11	54
SUBTOTAL	474	3298	132	1276	40	138	17	60	1	11	210	1485	264	1813
GS-9	447	656	86	238	55	30	10	13	3	5	154	286	293	370
GS-10	9	24	4	15	0	0	0	0	0	0	4	15	5	9
GS-11	1628	722	218	226	89	34	12	13	10	8	321	281	1307	441
GS-12	2215	648	286	215	129	39	51	10	12	1	478	265	1737	383
SUBTOTAL	4299	2050	586	694	273	103	73	36	25	14	957	847	3342	1203
GS-13	1418	334	183	87	58	9	23	5	11	1	275	102	1143	232
GS-14	799	156	102	40	20	1	9	1	3	0	134	42	665	114
GS-15	581	71	67	15	12	2	2	0	4	0	85	17	496	54
SUBTOTAL	2768	561	352	142	90	12	34	6	18	1	494	161	2274	400
GS-16	2	2	0	0	0	0	0	0	0	0	0	0	2	2
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	3	2	1	0	0	0	0	0	0	0	1	0	2	2
SES	115	19	18	9	3	1	0	0	0	0	21	10	94	9
TOTAL	7860	7564	1167	2589	428	380	126	115	48	38	1769	3122	6091	4442

Department of Housing & Urban Development
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	7	0	1	0	0	0	0	0	0	0	1	1	6
GS-3	14	59	4	20	3	3	0	2	0	1	7	26	9	33
GS-4	117	546	31	173	14	47	2	8	3	5	50	233	67	313
SUBTOTAL	134	612	35	194	17	50	2	10	3	6	57	260	77	352
GS-5	120	1071	45	375	14	74	5	12	0	8	64	469	56	602
GS-6	55	772	19	333	5	39	2	13	0	6	26	391	29	381
GS-7	99	699	40	385	8	14	2	19	0	2	50	420	49	279
GS-8	24	173	12	113	0	4	0	1	0	0	12	118	12	55
SUBTOTAL	298	2715	116	1206	27	131	9	45	0	16	152	1398	146	1317
GS-9	210	419	51	194	14	12	7	8	0	4	72	218	138	201
GS-10	29	42	9	19	2	2	0	0	0	0	11	21	18	21
GS-11	1116	810	160	273	81	39	13	12	10	6	264	330	852	480
GS-12	1995	727	289	243	128	44	47	17	18	7	482	311	1513	416
SUBTOTAL	3350	1998	509	729	225	97	67	37	28	17	829	880	2521	1118
GS-13	1174	337	171	116	53	13	18	5	13	0	255	134	919	203
GS-14	691	131	96	33	17	2	7	2	4	0	124	37	567	94
GS-15	478	69	45	16	7	2	2	0	3	0	57	18	421	51
SUBTOTAL	2343	537	312	165	77	17	27	7	20	0	436	189	1907	348
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	189	17	24	3	1	0	1	0	0	0	26	3	83	14
TOTAL	6234	5879	996	2297	347	295	106	99	51	39	1500	2730	4734	3149

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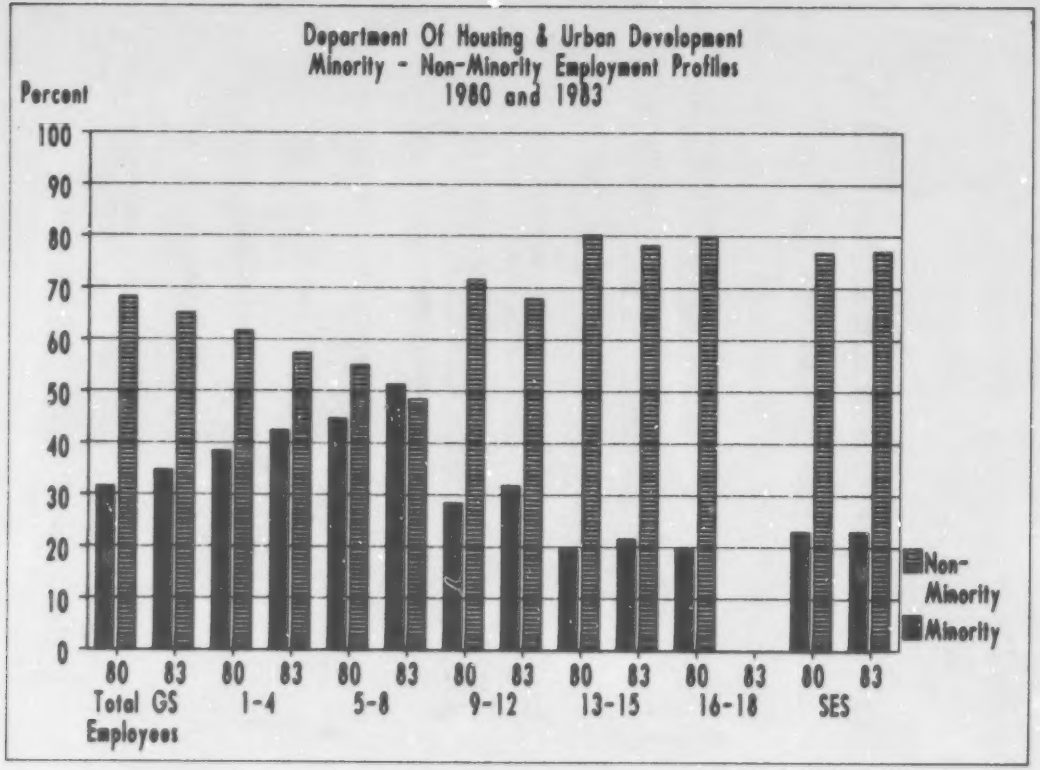
Department Of Housing & Urban Development
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
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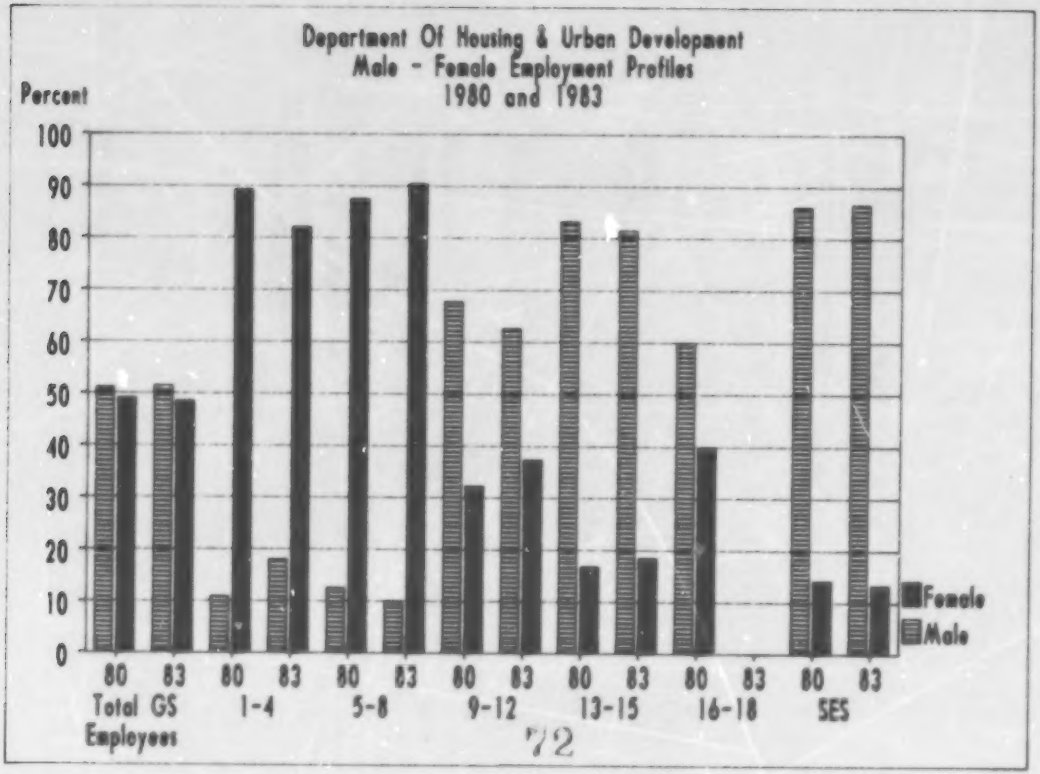
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department Of Housing & Urban Development
Male - Female Employment Profiles
1980 and 1983
Percent
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80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Department of Interior
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	54	78	3	5	7	5	0	1	18	21	28	32	26	46
GS-2	358	458	11	37	24	24	2	3	129	145	166	209	192	249
GS-3	1079	2139	42	98	42	85	4	10	476	927	564	1120	515	1019
GS-4	2445	4355	93	157	73	117	17	23	1137	2059	1320	2356	1125	1999
SUBTOTAL	3936	7030	149	297	146	231	23	37	1760	3152	2078	3717	1858	3313
GS-5	2656	3523	110	198	97	144	9	29	673	621	897	992	1759	2531
GS-6	1184	1894	60	187	48	109	6	23	274	227	388	546	796	1348
GS-7	2618	1947	110	215	96	72	22	32	384	239	612	558	2006	1389
GS-8	639	274	22	48	34	7	2	1	72	22	130	78	509	196
SUBTOTAL	7097	7638	310	648	275	332	39	85	1403	1109	2027	2174	5070	5464
GS-9	5375	2096	190	148	139	51	40	24	899	539	1268	762	4107	1334
GS-10	376	38	9	3	8	1	5	0	30	3	52	7	324	31
GS-11	6727	1129	133	79	138	26	63	19	650	164	984	288	5743	841
GS-12	6135	615	121	49	139	13	69	8	423	68	752	138	5383	477
SUBTOTAL	18613	3878	453	279	424	91	177	51	2002	774	3056	1195	15557	2683
GS-13	4092	287	82	31	53	5	46	2	227	27	408	65	3684	222
GS-14	2196	106	42	9	21	2	20	1	119	7	202	19	1994	87
GS-15	1123	56	25	2	8	1	14	0	27	5	74	8	1049	48
SUBTOTAL	7411	449	149	42	82	8	80	3	373	39	684	92	6727	357
GS-16	30	1	0	0	0	0	0	0	0	0	0	0	30	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	30	1	0	0	0	0	0	0	0	0	0	0	30	1
SUBTOTAL	60	2	0	0	0	0	0	0	0	0	0	0	60	2
SES	224	16	7	3	3	0	2	0	15	0	27	3	197	13
TOTAL	37341	19013	1068	1269	930	662	321	176	5553	5074	7872	7181	29469	11832

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Department of Interior
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	64	251	5	68	13	35	0	0	6	12	24	115	40	136
GS-2	177	341	20	54	23	45	2	5	26	49	71	153	106	188
GS-3	[illegible]	1782	51	159	51	152	4	17	156	438	262	746	326	1036
GS-4	1192	3473	105	293	61	163	12	38	200	695	378	1189	814	2284
SUBTOTAL	2021	5847	181	574	148	375	18	60	388	1194	735	2203	1286	3644
GS-5	2037	4856	132	313	106	223	16	52	276	680	528	1268	1509	3588
GS-6	1185	2366	83	235	55	109	5	48	260	242	373	634	812	1732
GS-7	2060	2123	99	241	95	82	25	27	274	198	493	548	1567	1575
GS-8	638	330	21	53	27	14	4	1	72	22	124	90	514	240
SUBTOTAL	5920	9375	385	842	281	428	50	128	882	1142	1518	2540	4402	6835
GS-9	4344	1733	115	131	171	76	37	23	332	192	655	422	3491	1311
GS-10	421	43	14	5	13	2	4	0	20	2	51	9	370	34
GS-11	6518	1476	123	83	157	46	76	28	406	187	762	344	5756	1132
GS-12	6261	970	133	81	157	17	78	15	294	91	662	204	5599	766
SUBTOTAL	17546	4222	385	300	498	141	195	66	1052	472	2130	979	15416	3243
GS-13	1895	276	43	33	[illegible]	5	44	5	49	14	165	57	1732	219
GS-14	760	73	12	4	6	0	19	1	13	1	50	6	710	67
GS-15	355	13	5	1	3	0	10	0	2	1	20	2	335	11
SUBTOTAL	3010	362	60	38	36	5	73	6	64	16	233	65	2777	297
GS-16	27	1	0	0	0	0	0	0	0	0	0	0	27	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	27	1	0	0	0	0	0	0	0	0	0	0	27	1
SUBTOTAL	54	2	0	0	0	0	0	0	0	0	0	0	54	2
SES	245	13	8	3	0	0	8	0	14	0	22	3	223	10
TOTAL	28796	19821	939	1757	963	949	336	260	2400	2824	4638	5790	24158	14031

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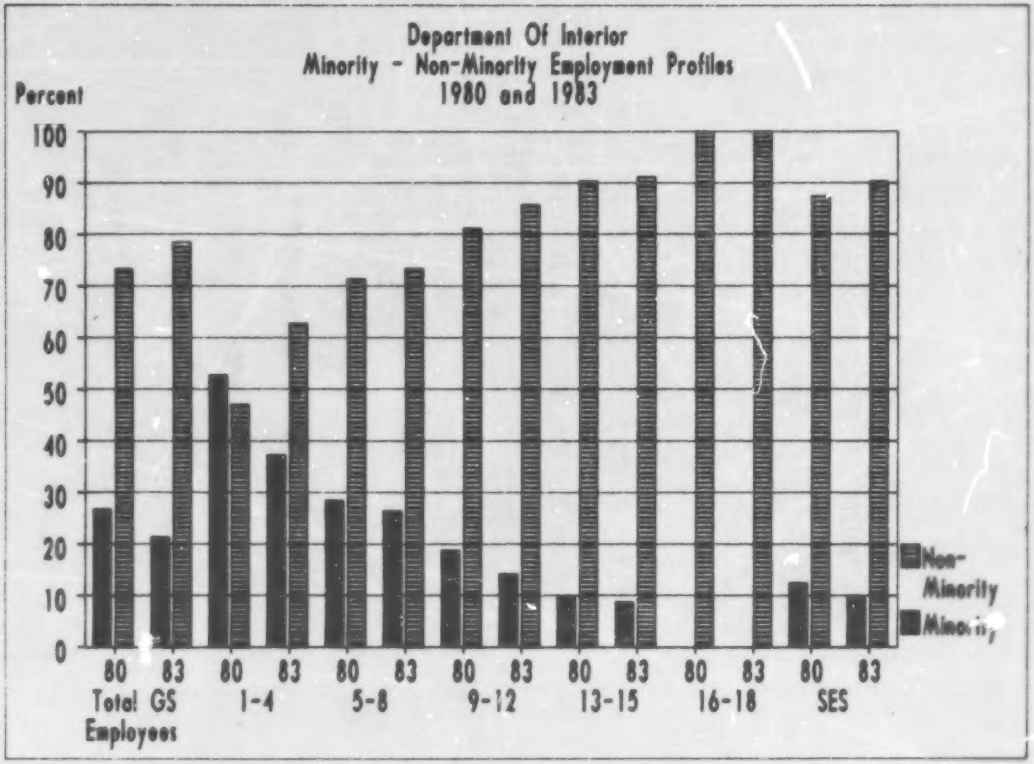
Department Of Interior
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
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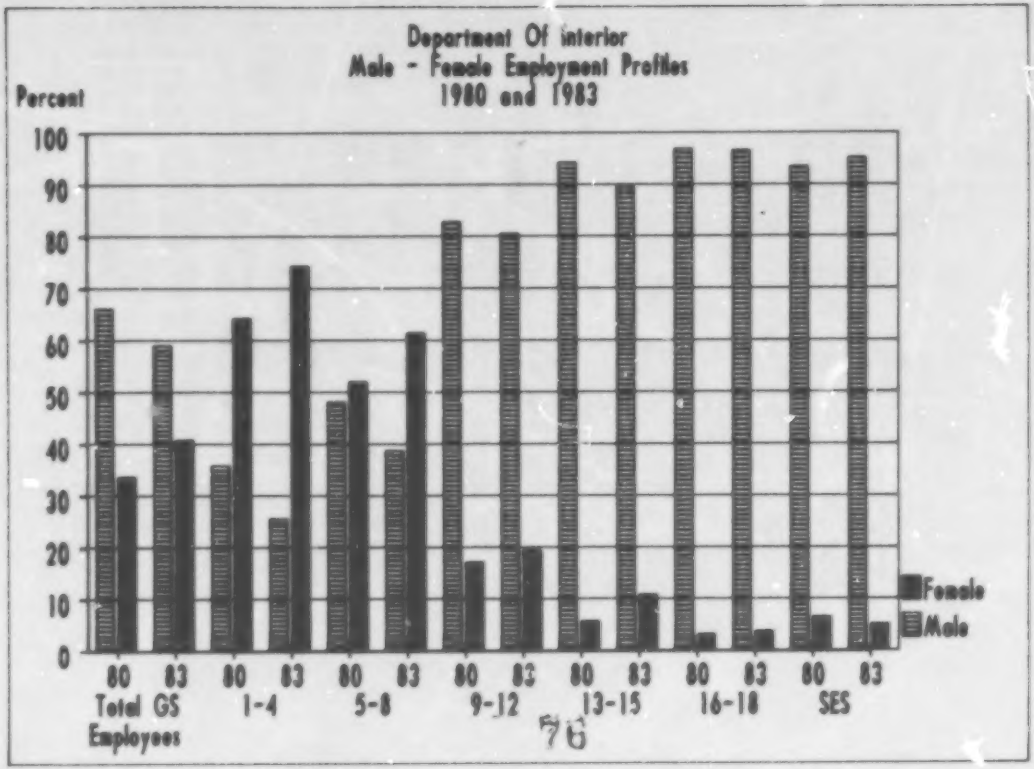
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department Of Interior
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
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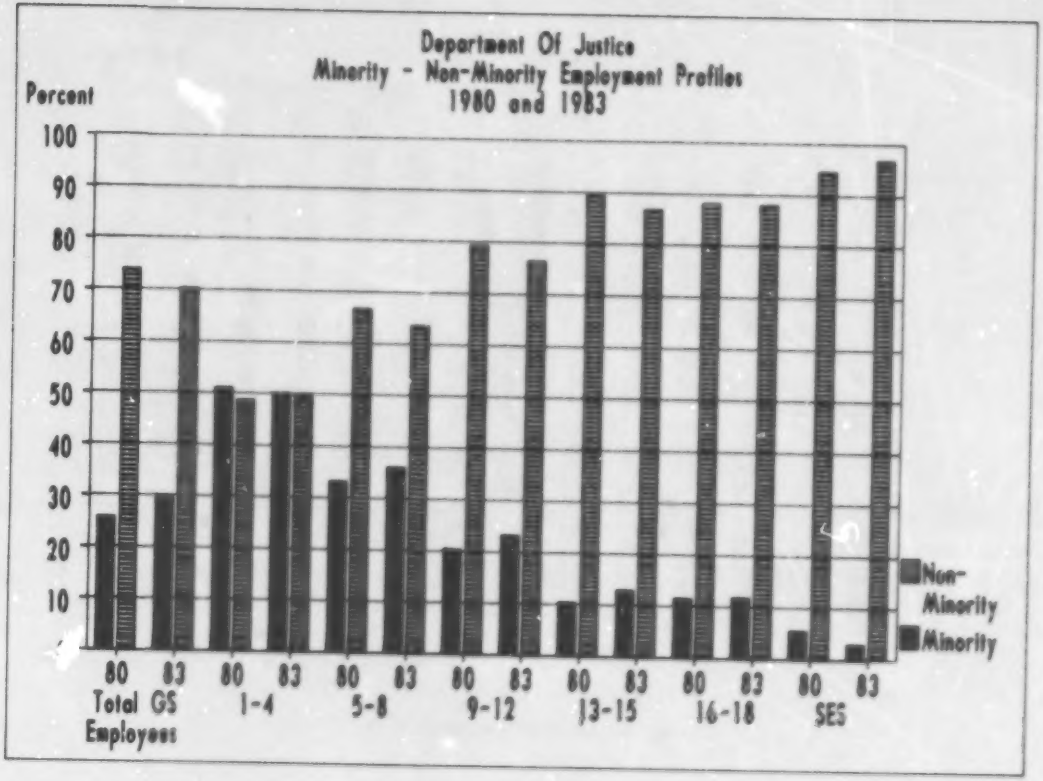
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Department of Justice
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	20	58	15	52	0	2	0	0	0	0	15	34	5	24
GS-3	214	521	101	255	33	42	2	2	4	6	140	305	74	216
GS-4	287	1290	111	416	46	125	1	2	9	19	167	562	120	728
SUBTOTAL	521	1869	227	703	79	169	3	4	13	25	322	901	199	968
GS-5	1163	2207	175	583	220	167	3	3	14	29	412	782	751	1425
GS-6	1264	2150	250	511	213	123	3	6	9	26	475	666	789	1484
GS-7	1905	1942	394	551	170	107	7	8	25	30	596	696	1309	1246
GS-8	1133	514	195	164	98	16	7	2	2	8	302	190	831	324
SUBTOTAL	5465	6813	1014	1779	701	413	20	19	50	93	1785	2384	3680	4509
GS-9	4311	1043	580	191	581	73	14	1	22	23	997	288	3314	755
GS-10	85	35	9	6	6	3	1	0	1	0	17	9	68	26
GS-11	2922	598	199	146	199	32	11	4	17	10	426	192	2496	406
GS-12	2552	415	219	83	161	11	11	2	29	7	420	103	2132	312
SUBTOTAL	9870	2091	807	426	947	119	37	7	69	40	1860	592	8010	1499
GS-13	1887	315	118	42	84	8	10	0	17	2	229	52	1658	263
GS-14	1535	180	82	23	44	5	5	0	6	1	136	29	1399	151
GS-15	1041	78	43	6	24	1	3	0	4	1	74	8	967	70
SUBTOTAL	4463	573	243	71	152	14	17	0	27	4	439	89	4024	484
GS-16	23	0	1	0	1	0	0	0	1	0	3	0	20	0
GS-17	9	0	0	0	0	0	1	0	0	0	1	0	8	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SUBTOTAL	34	0	1	0	1	0	1	0	1	0	4	0	30	0
SES	204	13	9	1	1	0	0	0	1	0	11	1	193	12
TOTAL	20557	11359	2301	2980	1881	715	78	30	161	162	4421	3887	16136	7472

Department of Justice
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	3	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	11	31	3	14	1	4	0	0	0	0	4	18	7	13
GS-3	152	451	60	195	26	41	0	2	2	14	88	252	64	199
GS-4	296	1204	94	386	41	150	2	3	17	23	154	562	142	642
SUBTOTAL	459	1686	157	595	68	195	2	5	19	37	246	832	213	854
GS-5	957	2071	146	525	212	199	3	9	18	26	379	759	578	1312
GS-6	1185	2137	267	565	217	136	10	6	14	31	508	738	677	1399
GS-7	2220	2178	411	718	261	126	16	8	19	22	707	874	1513	1304
GS-8	1175	589	229	196	108	76	11	3	4	7	352	222	823	367
SUBTOTAL	5817	6975	1053	2004	798	477	40	26	55	86	1946	2593	3571	4382
GS-9	3928	1104	370	245	624	89	15	2	29	10	1038	346	2890	758
GS-10	70	60	8	12	8	4	0	0	2	2	18	18	52	42
GS-11	2979	770	239	180	270	61	13	5	17	9	539	255	2440	515
GS-12	2277	515	175	114	169	21	17	2	17	3	378	140	1899	375
SUBTOTAL	9254	2449	792	551	1071	175	45	9	65	24	1973	759	7281	1690
GS-13	1174	227	94	38	87	6	7	0	13	4	201	48	973	179
GS-14	486	145	26	11	18	5	1	0	3	1	48	17	438	128
GS-15	553	107	15	8	7	2	1	0	5	1	28	11	525	96
SUBTOTAL	2213	479	135	57	112	13	9	0	21	6	277	76	1936	403
GS-16	34	0	4	0	1	0	0	0	1	0	6	0	28	0
GS-17	12	0	0	0	0	0	0	0	0	0	0	0	12	0
GS-18	3	1	0	0	0	0	0	0	0	0	0	0	3	1
SUBTOTAL	49	1	4	0	1	0	0	0	1	0	6	0	43	1
SES	232	17	5	0	2	0	0	0	1	0	8	0	224	17
TOTAL	17724	11607	2146	3207	2052	860	96	60	162	153	4456	4260	13268	7347


Department Of Justice
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
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Total GS Employees
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5-8
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13-15
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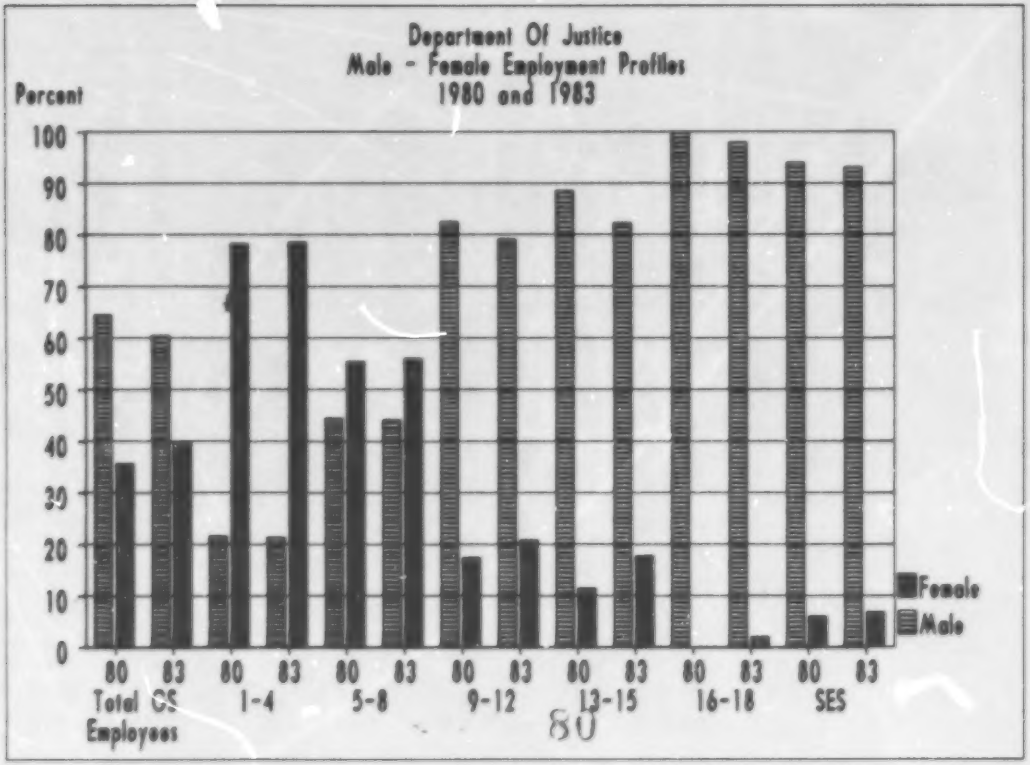
SES
Non-Minority
Minority


Department Of Justice
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total CS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Department of Labor
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	3	15	1	7	2	3	0	0	0	0	3	10	0	5
GS-2	18	95	11	44	1	21	0	1	0	0	12	68	6	27
GS-3	144	724	89	285	7	32	1	4	0	2	97	313	79	411
GS-4	223	1292	102	460	19	76	3	8	0	1	124	545	99	747
SUBTOTAL	390	2126	173	768	29	132	4	13	0	3	206	936	184	1190
GS-5	374	1995	108	716	26	96	9	21	1	8	144	839	230	1156
GS-6	80	1191	34	466	2	42	1	17	0	2	37	527	43	664
GS-7	423	955	58	400	30	17	1	14	1	3	90	454	333	521
GS-8	28	159	7	84	1	5	0	3	0	0	8	92	20	67
SUBTOTAL	905	4300	207	1666	59	158	11	55	2	13	279	1892	626	2408
GS-9	689	674	89	287	39	32	3	10	2	3	133	252	556	422
GS-10	8	19	2	10	0	0	0	0	0	0	2	10	6	9
GS-11	1664	810	192	239	66	21	16	10	5	0	279	270	1385	540
GS-12	4273	897	399	270	223	41	28	16	31	4	681	331	3592	566
SUBTOTAL	6634	2400	682	726	328	94	47	36	38	7	1095	863	5539	1537
GS-13	2422	544	277	135	97	12	25	8	18	3	417	158	2005	386
GS-14	1109	178	115	35	42	2	4	4	8	0	169	41	940	137
GS-15	685	86	69	13	19	3	2	0	0	0	90	16	595	70
SUBTOTAL	4216	808	461	183	158	17	31	12	26	3	676	215	3540	593
GS-16	20	1	0	0	0	0	0	0	0	0	0	0	20	1
GS-17	4	1	0	1	0	0	0	0	0	0	0	1	4	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	24	2	0	1	0	0	0	0	0	0	0	1	24	1
SES	148	22	20	7	4	0	1	0	3	0	28	7	120	15
TOTAL	12317	9658	1543	3351	578	421	94	116	69	26	2284	3914	10033	5744

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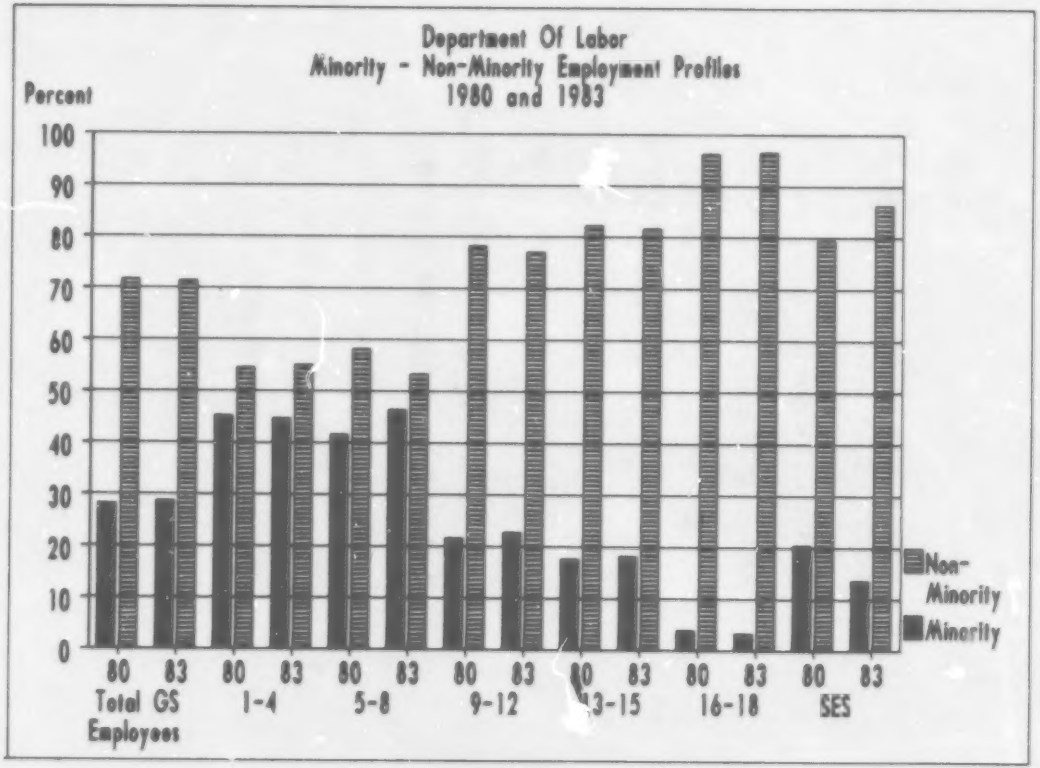
Department of Labor
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	1	2	0	0	0	0	0	0	1	2	0	6
GS-2	13	40	6	16	0	3	0	0	0	0	6	19	7	21
GS-3	95	409	37	153	7	17	2	9	1	5	47	184	48	225
GS-4	160	820	69	292	7	48	10	6	0	3	86	349	74	471
SUBTOTAL	269	1277	113	463	14	68	12	15	1	8	140	554	129	723
GS-5	263	1567	93	654	12	64	7	23	0	7	112	748	151	819
GS-6	69	1044	34	402	7	41	1	17	0	2	42	462	27	582
GS-7	217	765	36	371	7	24	4	8	1	0	48	403	169	362
GS-8	22	133	4	78	1	3	0	3	0	0	5	84	17	49
SUBTOTAL	571	3509	167	1505	27	132	12	51	1	9	207	1697	364	1812
GS-9	302	384	41	152	16	11	6	8	0	1	63	172	239	212
GS-10	7	19	0	12	0	1	0	0	0	0	0	13	7	6
GS-11	1414	954	143	[illegible]	69	39	15	25	2	4	229	369	1185	585
GS-12	3856	908	353	27[illegible]	209	40	23	15	25	2	610	334	3246	574
SUBTOTAL	5579	2265	537	742	294	91	44	48	27	7	902	888	4677	1377
GS-13	2232	546	265	137	89	17	27	10	14	1	397	165	1835	381
GS-14	978	186	97	37	30	2	8	3	5	1	140	43	838	143
GS-15	572	66	54	7	20	2	2	1	1	0	79	10	493	56
SUBTOTAL	3782	798	416	181	139	21	37	14	22	2	616	218	3166	580
GS-16	51	4	2	0	0	0	0	0	0	0	2	0	49	4
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	53	4	2	0	0	0	0	0	0	0	2	0	51	4
SES	140	20	12	6	3	0	0	0	1	0	16	6	124	14
TOTAL	10394	7873	1249	2897	477	312	105	128	52	24	1983	3363	8511	4510


Department Of Labor
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
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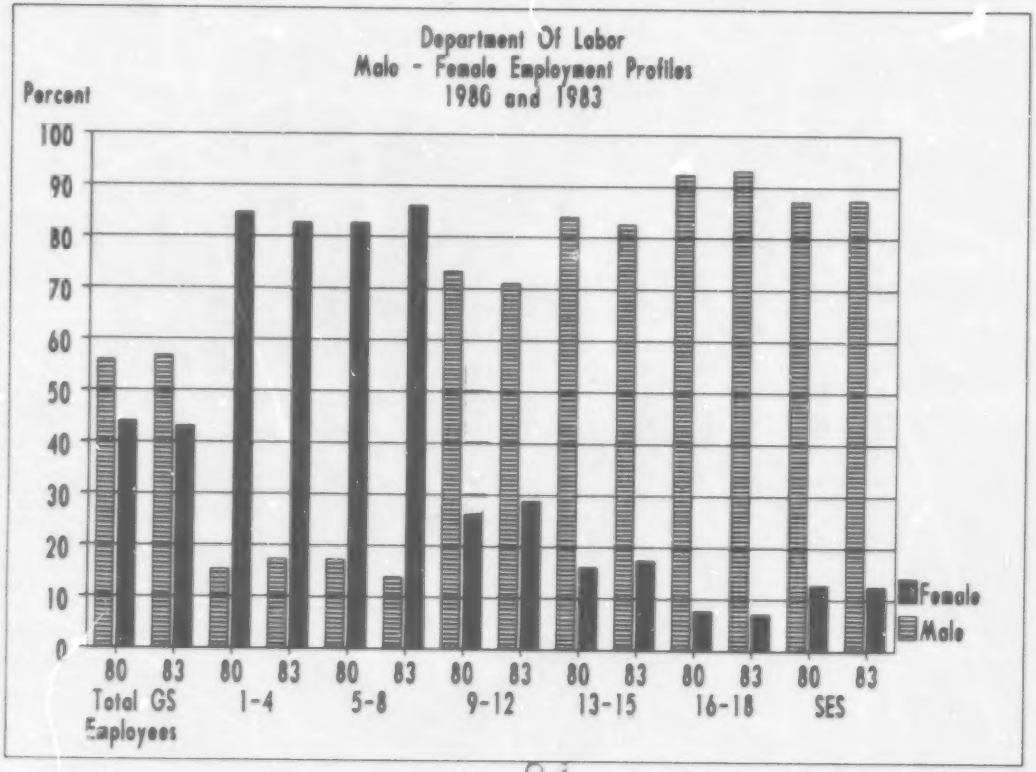
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department Of Labor
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
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20
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0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Female
Male

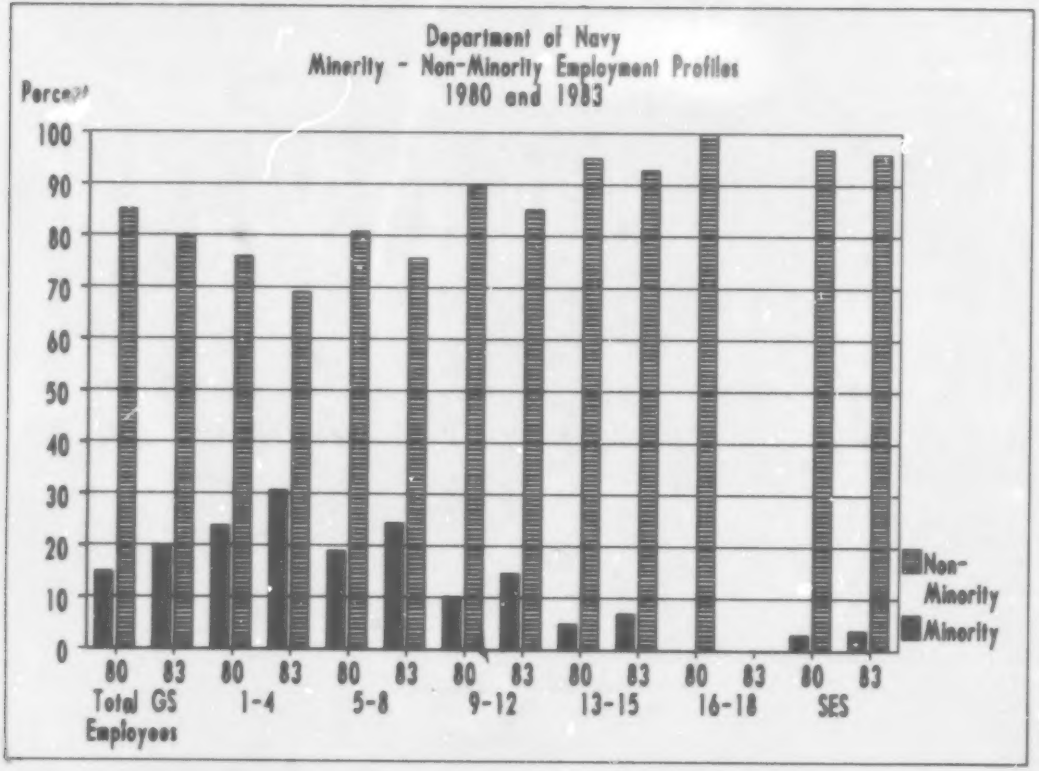
Department of Navy
(1980 EMPLOYMENT PROFILE)

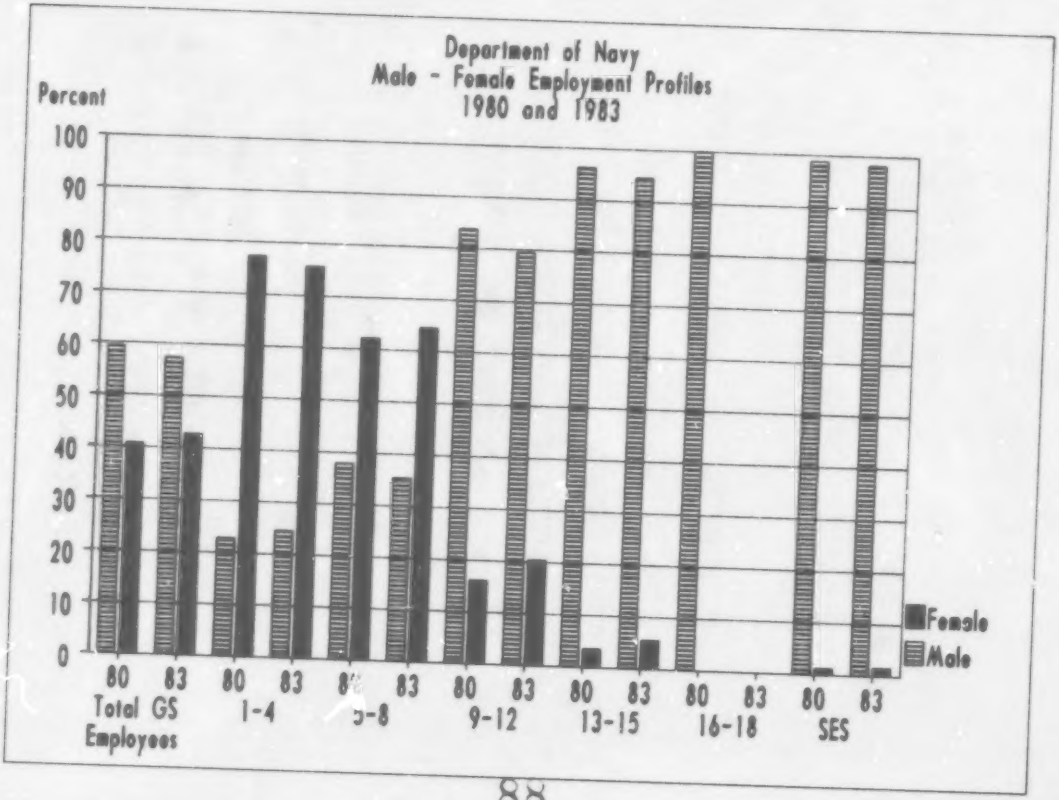
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	21	64	8	21	2	6	1	2	0	0	11	29	10	35
GS-2	496	1240	177	406	16	36	17	19	1	4	211	465	285	775
GS-3	2191	8719	560	1695	124	239	59	147	2	13	745	2094	1446	6625
GS-4	4569	14691	806	2301	216	348	164	237	3	21	1188	2907	3381	11784
SUBTOTAL	7277	24714	1551	4423	357	629	241	405	6	38	2155	5495	5122	19219
GS-5	7197	15417	1051	2454	224	321	200	242	14	23	1489	3040	5708	12377
GS-6	2408	6449	342	1056	70	106	74	101	4	10	490	1273	1918	5176
GS-7	6330	5437	595	884	177	131	163	106	12	18	947	1139	5383	4298
GS-8	1350	1112	148	192	25	13	14	20	0	2	187	227	1163	885
SUBTOTAL	17285	28415	2136	4586	496	571	451	469	30	53	3113	5679	14172	22736
GS-9	10938	4711	822	629	326	111	215	115	18	6	1381	861	9557	3850
GS-10	1921	157	91	22	50	1	27	2	2	1	170	26	1751	131
GS-11	17307	3085	753	403	330	47	428	43	39	6	1550	499	15757	2586
GS-12	21187	2051	657	246	279	9	463	28	39	3	1438	286	19749	1765
SUBTOTAL	51353	10004	2323	1300	985	168	1133	188	98	16	4539	1672	46814	8332
GS-13	10063	473	282	35	83	2	183	8	9	0	557	45	9506	428
GS-14	4612	130	99	10	28	1	53	1	4	0	184	12	4428	118
GS-15	1816	38	25	4	10	0	24	0	3	0	62	4	1754	34
SUBTOTAL	16491	641	406	49	121	3	260	9	16	0	803	61	15688	580
GS-16	19	0	0	0	0	0	0	0	0	0	0	0	19	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	21	0	0	0	0	0	0	0	0	0	0	0	21	0
SES	307	4	7	0	3	0	0	0	0	0	10	0	297	4
TOTAL	92734	63778	6423	10358	1962	1371	2085	1071	150	107	10620	12907	82114	50871

Department of Navy
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	53	97	11	24	4	5	3	8	0	1	18	38	35	59
GS-2	427	985	124	281	18	37	39	36	4	8	185	362	242	623
GS-3	2306	8985	568	2064	92	340	154	455	21	68	832	2927	1474	6058
GS-4	5109	14607	963	2596	298	466	429	736	44	84	1734	3882	3375	10525
SUBTOTAL	7895	4674	1663	4965	412	848	625	1235	69	161	2769	7209	5126	17265
GS-5	8147	17070	1247	2861	311	453	610	879	44	75	2212	4268	5935	12802
GS-6	2612	7551	416	1333	87	162	206	330	10	33	719	1858	1893	5693
GS-7	6585	7861	660	1202	222	167	469	358	93	32	1444	1759	5141	6102
GS-8	1348	1485	162	275	33	16	88	48	4	6	294	346	1054	1140
SUBTOTAL	18692	33967	2485	5671	653	798	1340	1615	151	146	4629	8230	14063	25737
GS-9	11438	6171	1043	455	376	158	619	313	48	19	2086	1345	9352	4826
GS-10	1788	218	135	36	49	2	48	10	4	2	236	49	1552	166
GS-11	18647	4742	923	632	502	105	1126	80	65	16	2626	933	16021	3809
GS-12	23217	3182	848	421	368	41	1234	73	65	11	2515	547	20702	2635
SUBTOTAL	55090	14310	2959	1943	1295	306	3027	577	182	48	7463	2874	47627	11436
*GS-13	9804	743	303	72	93	4	346	24	25	2	769	102	9035	641
*GS-14	4918	192	122	16	38	1	117	2	9	0	286	18	4632	174
*GS-15	2114	56	31	8	7	1	30	0	8	0	76	9	2038	47
SUBTOTAL	16836	991	456	95	140	6	493	26	42	2	1131	129	15705	862
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	393	7	8	0	3	0	3	0	2	0	16	0	377	7
TOTAL	98906	73749	7571	12674	2503	1958	5488	3453	446	357	16008	18442	82898	55307

* for agencies with GM series, these values are added into the GS series


Department of Navy
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department of Navy
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
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80 83
Total GS Employees
80 83
1-4
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5-8
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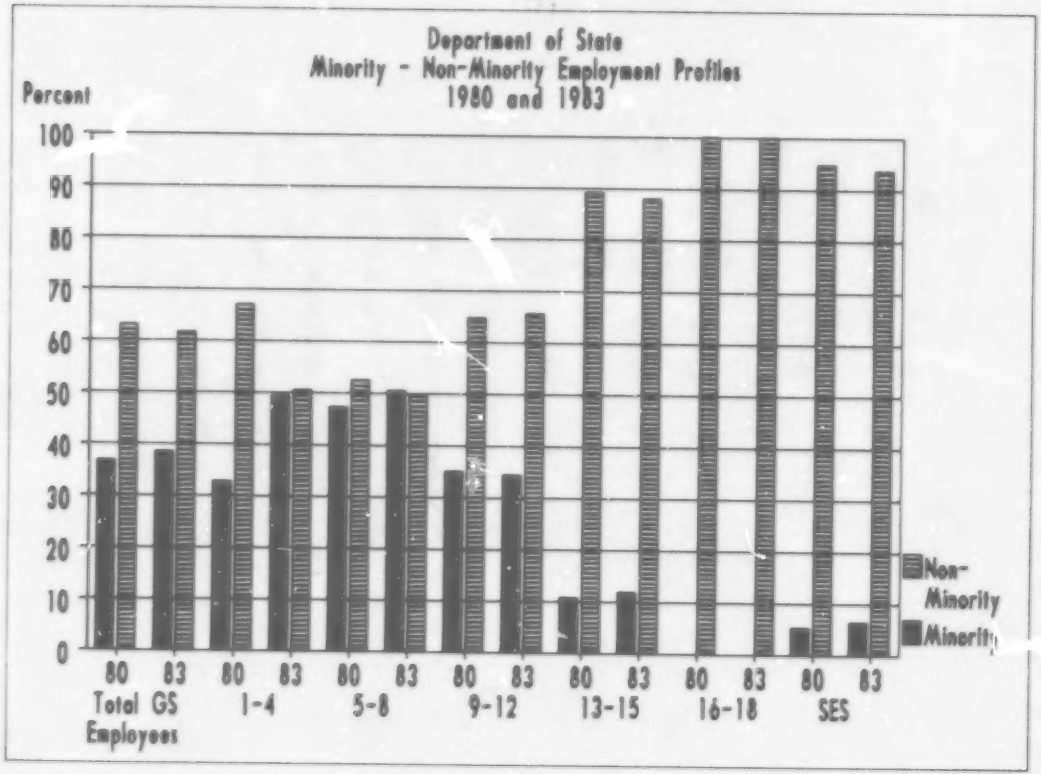
9-12
80 83
13-15
80 83
16-18
80 83
SES
Female
Male

Department of State
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	24	0	11	0	0	0	0	0	0	0	11	1	13
GS-2	20	45	4	22	0	1	0	0	0	0	6	23	14	42
GS-3	31	135	10	43	0	1	0	2	0	0	10	46	21	89
GS-4	97	363	25	109	1	4	2	4	0	1	28	118	69	245
SUBTOTAL	149	567	41	185	1	6	2	6	0	1	44	198	105	389
GS-5	103	359	44	162	2	2	0	2	0	0	48	166	55	193
GS-6	65	292	44	162	1	4	0	4	0	0	45	170	20	122
GS-7	106	401	41	142	1	4	0	2	0	1	42	149	64	252
GS-8	31	190	23	84	0	4	0	0	0	3	23	91	8	99
SUBTOTAL	305	1242	154	550	4	14	0	8	0	4	158	576	147	666
GS-9	100	280	44	85	1	3	2	1	1	0	48	89	52	191
GS-10	14	39	8	10	1	0	0	0	0	0	9	10	5	29
GS-11	141	121	40	53	1	2	0	1	0	0	41	56	100	65
GS-12	97	94	19	21	0	2	2	3	0	0	21	26	76	68
SUBTOTAL	352	504	111	169	3	7	4	5	1	0	119	181	233	323
GS-13	100	59	7	12	2	0	0	1	0	0	9	13	91	46
GS-14	95	21	5	2	2	0	0	0	0	0	7	2	88	19
GS-15	95	15	9	1	0	0	1	0	0	0	10	1	85	14
SUBTOTAL	290	95	21	15	4	0	1	1	0	0	26	16	264	79
GS-16	3	1	0	0	0	0	0	0	0	0	0	0	3	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	3	1	0	0	0	0	0	0	0	0	0	0	3	1
SES	48	9	0	1	2	0	0	0	0	0	2	1	46	8
TOTAL	1147	2430	327	920	14	27	7	20	1	5	349	972	798	1466

Department of State
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-2	9	43	4	19	0	0	0	0	0	0	4	19	5	24
GS-3	42	210	31	93	2	11	1	3	1	0	35	107	2	103
GS-4	41	228	17	103	0	4	0	2	0	2	17	111	24	117
SUBTOTAL	112	482	52	216	2	15	1	5	1	2	56	238	56	244
GS-5	102	296	25	149	1	1	4	5	0	0	30	155	72	141
GS-6	73	254	40	142	2	3	0	1	0	0	50	146	23	108
GS-7	90	371	36	165	1	7	0	2	0	1	39	175	51	196
GS-8	33	252	23	110	1	2	0	0	0	1	24	113	9	119
SUBTOTAL	298	1183	134	566	5	13	4	8	0	2	143	589	155	564
GS-9	130	268	45	88	4	5	3	4	0	1	52	98	78	170
GS-10	33	51	17	18	1	0	1	0	0	0	19	18	14	33
GS-11	112	149	42	42	3	1	1	0	0	0	46	43	66	106
GS-12	121	150	31	31	1	2	2	5	1	0	35	38	86	112
SUBTOTAL	396	618	135	179	9	8	7	9	1	1	152	197	244	421
GS-13	141	107	12	17	4	1	3	2	1	0	20	20	121	87
GS-14	149	35	7	4	3	0	2	1	0	0	12	5	137	30
GS-15	157	41	11	2	2	1	1	2	0	0	14	5	143	36
SUBTOTAL	447	183	30	23	9	2	6	5	1	0	46	30	401	153
GS-16	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4	1	0	0	0	0	0	0	0	0	0	0	4	1
SE3	84	9	3	0	1	0	2	0	0	0	6	0	78	9
TOTAL	1341	2446	354	984	26	38	20	27	3	5	403	1054	938	1392


Department of State
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
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20
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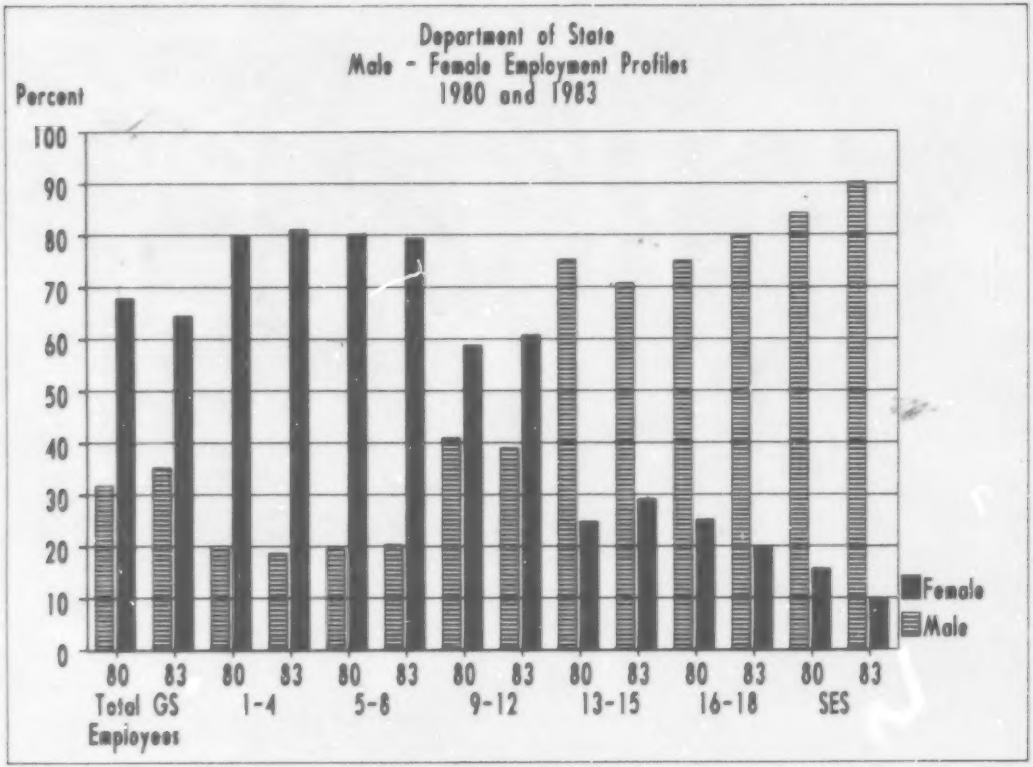
80 83 80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Department of State
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

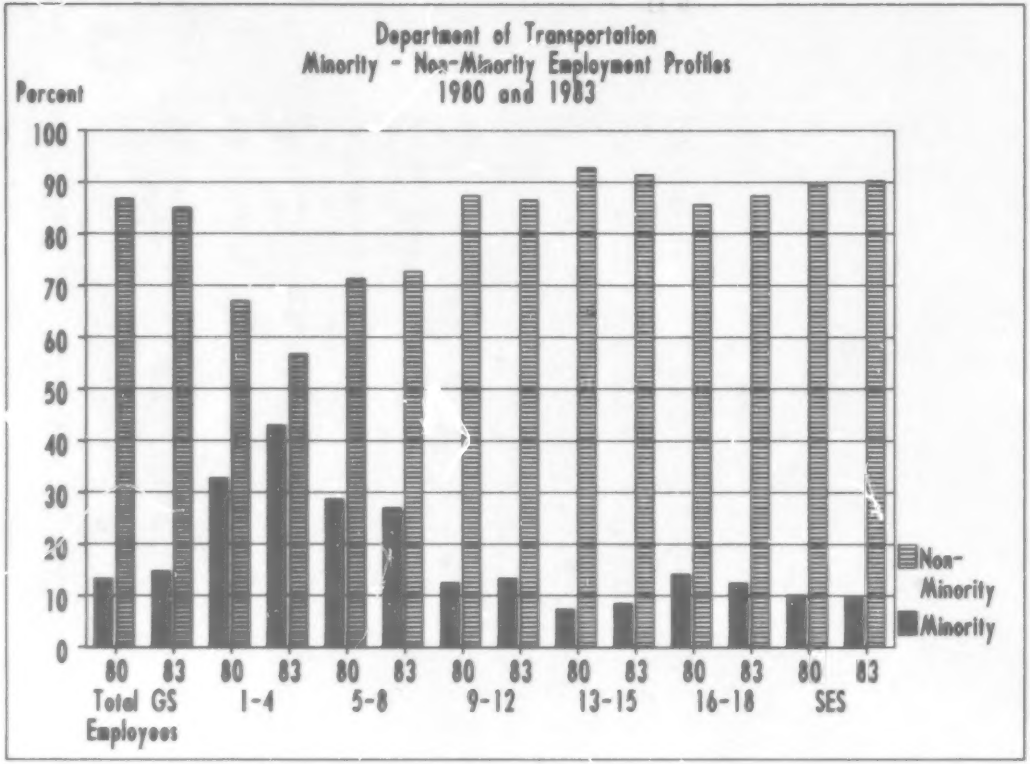
Department of Transportation
(1980 EMPLOYMENT PROFILE)

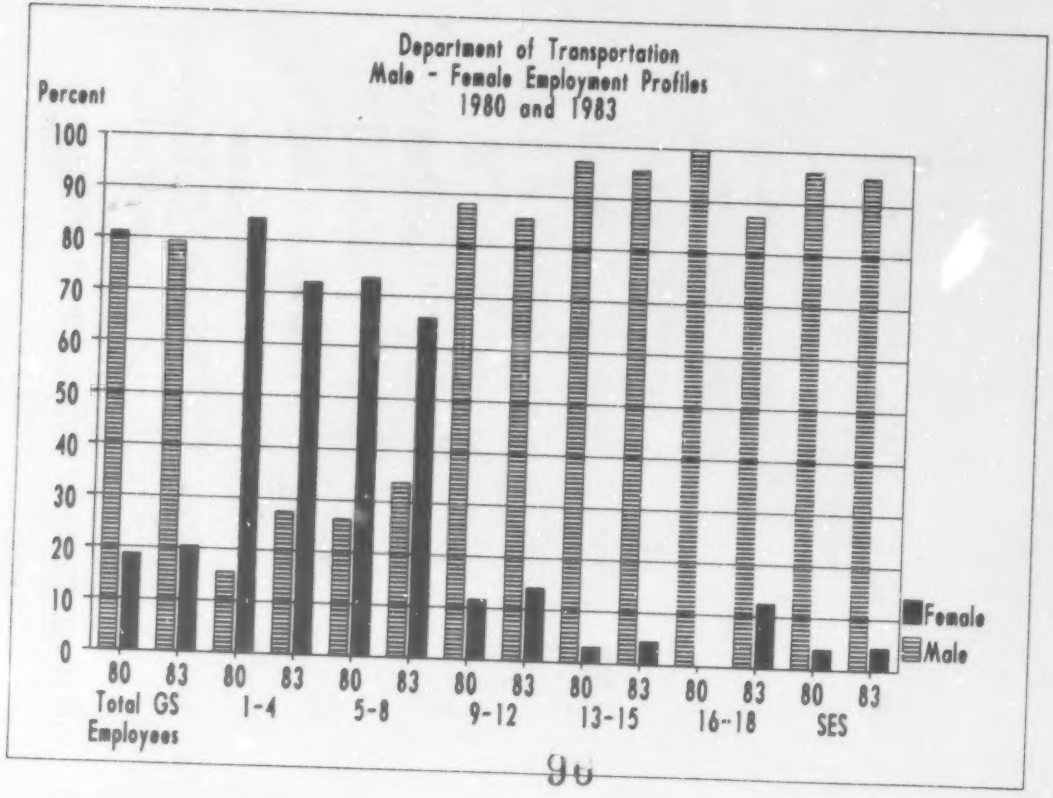
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	2	3	0	0	0	0	0	0	1	0	1	0	1	3
GS-2	7	32	0	8	0	2	0	0	0	1	0	11	7	21
GS-3	54	258	11	70	4	18	0	2	2	5	17	95	37	163
GS-4	224	1247	79	296	13	80	2	7	2	28	96	381	128	866
SUBTOTAL	287	1540	90	374	17	70	2	9	5	34	114	487	173	1053
GS-5	599	2634	190	557	30	71	5	32	4	43	237	703	362	1931
GS-6	240	1503	50	376	9	50	3	20	6	16	68	460	172	1043
GS-7	1194	1679	200	429	65	42	14	20	7	15	286	506	908	1173
GS-8	165	270	33	75	8	2	0	1	1	1	42	77	123	193
SUBTOTAL	2198	6086	473	1433	120	165	22	73	18	75	633	1746	1565	4340
GS-9	2785	1164	227	208	110	18	22	13	19	11	378	250	2407	914
GS-10	1950	289	79	44	37	6	8	5	6	2	150	57	1800	232
GS-11	7948	1010	565	228	287	18	71	14	83	9	1006	269	6942	741
GS-12	11415	709	600	121	336	12	129	7	94	7	1159	147	10256	562
SUBTOTAL	24098	3172	1471	601	790	54	230	39	202	29	2693	723	21405	2449
GS-13	9561	417	363	79	205	7	113	11	49	1	730	98	8831	319
GS-14	10366	239	401	29	142	4	50	2	57	3	670	38	9696	201
GS-15	2882	56	100	5	34	2	14	1	22	0	170	8	2712	48
SUBTOTAL	22809	712	864	113	401	13	177	14	128	4	1570	144	21239	568
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	7	0	1	0	0	0	0	0	0	0	1	0	6	0
SES	275	11	22	0	2	2	4	0	1	0	29	0	246	11
TOTAL	49674	11521	2921	2521	1330	302	435	135	354	142	5040	3100	44634	8421

Department of Transportation
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	3	0	0	0	3	0	0	0	0	0	3	0	0
GS-2	12	23	5	10	0	3	0	0	0	0	5	13	7	10
GS-3	99	203	28	62	22	26	2	2	1	6	53	96	46	107
GS-4	307	859	102	231	39	67	7	17	2	16	150	331	157	528
SUBTOTAL	418	1088	135	303	61	99	9	19	3	22	208	443	210	645
GS-5	519	2086	131	413	37	101	10	52	3	28	181	594	338	1492
GS-6	212	1591	48	391	7	42	2	25	5	21	62	479	150	1112
GS-7	2049	1716	182	448	74	54	48	32	19	22	323	556	1726	1158
GS-8	143	299	22	90	9	4	3	2	4	1	38	97	105	202
SUBTOTAL	2923	5690	383	1342	127	201	63	111	31	72	604	1726	2319	3964
GS-9	2928	1207	170	213	86	23	50	21	19	12	325	269	2603	938
GS-10	1606	276	64	48	36	5	12	5	10	2	122	60	1484	216
GS-11	8048	1385	501	247	298	29	141	23	77	9	1017	308	7031	1077
GS-12	9480	820	553	153	318	20	231	13	85	5	1187	191	8293	629
SUBTOTAL	22062	3688	1288	661	738	77	434	62	191	28	2651	828	19411	2860
*GS-13	7609	480	310	102	159	9	165	6	46	2	680	119	6929	361
*GS-14	7276	280	318	26	119	5	59	5	46	4	542	40	6734	240
*GS-15	2774	61	106	9	44	2	15	0	20	0	185	11	2589	50
SUBTOTAL	17659	821	734	137	322	16	239	11	112	6	1407	170	16252	651
GS-16	5	1	0	0	0	0	1	0	0	0	0	0	5	1
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	7	1	1	0	0	0	0	0	0	0	1	0	6	1
SES	332	16	25	1	1	0	5	0	2	0	33	1	299	15
TOTAL	43401	11304	2846	2444	1249	393	750	203	339	128	4904	3168	38497	8136

* for agencies with GM series, these values are added into the GS series


Department of Transportation
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

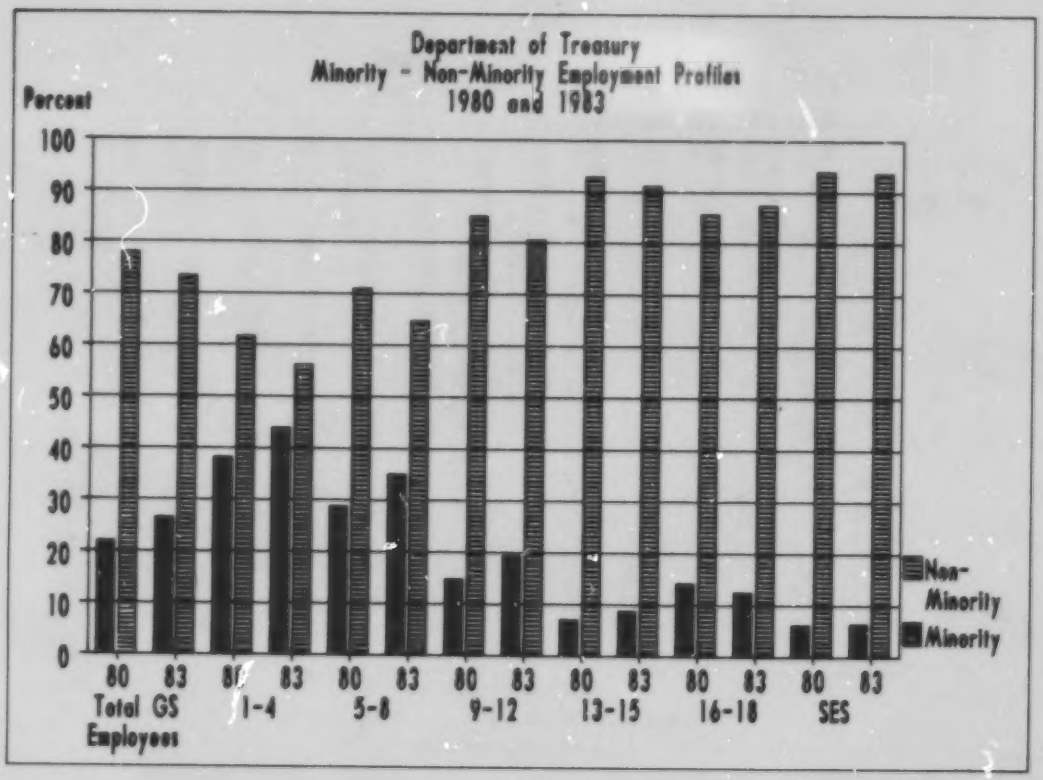

Department of Transportation
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

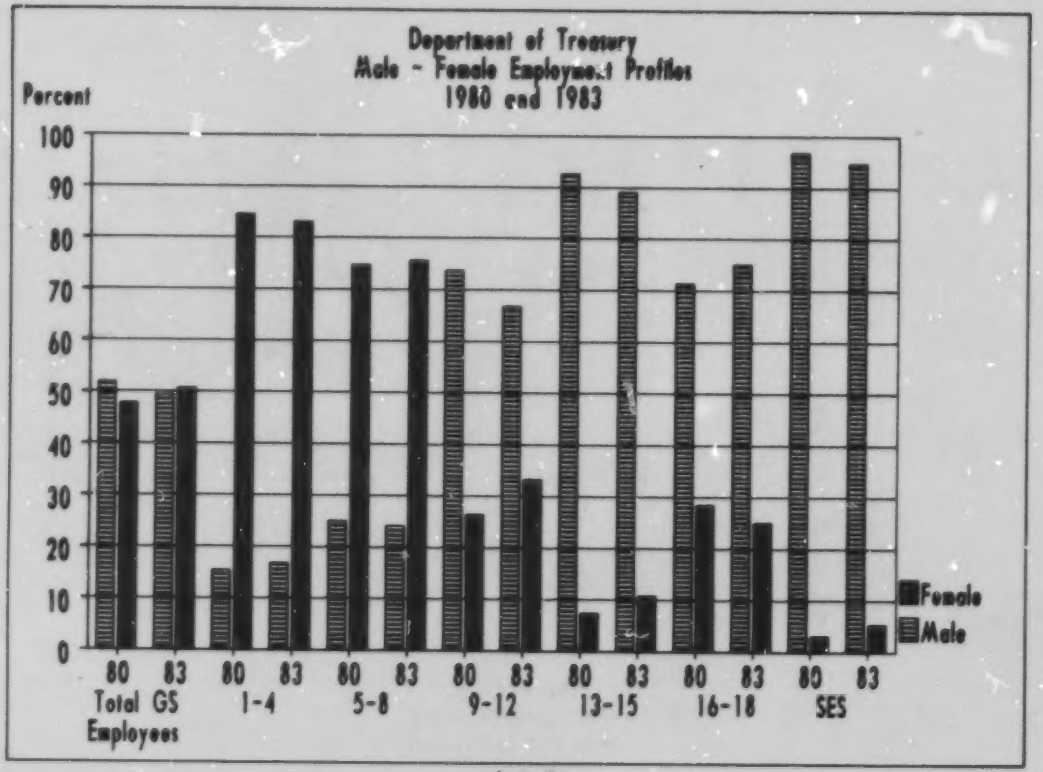
Department of Treasury
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	21	37	8	13	3	9	0	1	0	1	11	24	10	13
GS-2	169	610	65	264	20	81	2	3	1	3	88	353	81	257
GS-3	944	3924	381	1410	72	193	7	23	1	8	461	1641	483	2283
GS-4	1620	10540	449	2902	178	561	31	97	4	28	662	3588	958	6952
SUBTOTAL	2754	15111	903	4589	273	844	40	134	6	40	1222	5606	1532	9505
GS-5	2403	8640	626	2305	207	367	67	98	7	17	907	2786	1496	5854
GS-6	1442	6695	263	1547	133	208	30	63	0	12	426	1830	1016	4815
GS-7	3326	6762	451	1544	249	208	52	97	8	14	760	1863	2566	4899
GS-8	553	990	71	203	19	20	7	11	0	1	97	235	456	755
SUBTOTAL	7724	23037	1411	5598	608	803	156	269	15	44	2190	6714	5534	16323
GS-9	7608	5005	622	1034	503	156	120	91	28	12	1273	1293	6335	3712
GS-10	288	345	31	72	17	8	0	3	1	3	57	86	231	259
GS-11	8838	3056	516	569	336	74	93	49	17	7	962	699	7876	2357
GS-12	11240	1645	493	303	251	37	141	39	22	3	907	382	10333	1263
SUBTOTAL	27974	10051	1662	1978	1107	275	362	182	68	25	3199	2460	24775	7591
GS-13	9580	838	351	123	166	13	114	12	15	0	646	148	8934	690
GS-14	3468	235	142	26	42	0	29	2	7	0	220	28	3248	207
GS-15	1399	78	40	10	22	1	4	0	0	0	66	11	1333	59
SUBTOTAL	14447	1143	533	159	230	14	147	14	22	0	932	187	13515	956
GS-16	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	2	0	1	0	0	0	0	0	0	0	1	0	1
SUBTOTAL	5	2	0	1	0	0	0	0	0	0	0	1	5	1
SES	491	16	23	0	4	0	3	0	1	0	31	0	460	16
TOTAL	53395	49360	4532	12325	2222	1936	708	598	112	109	7574	14968	45821	34392

Department of Treasury
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	19	40	10	18	4	23	0	1	0	1	14	43	5	17
GS-2	182	587	62	216	15	69	10	13	1	1	88	298	94	289
GS-3	1102	4788	407	1849	103	371	18	57	5	23	533	2320	569	2468
GS-4	1854	10230	687	3299	192	663	32	115	10	47	841	4124	1013	6106
SUBTOTAL	3157	15665	1086	5401	314	1126	60	186	16	72	1476	6785	1681	8880
GS-5	2747	9814	666	2861	272	515	101	161	14	36	1053	3573	1696	5441
GS-6	1162	6310	264	1761	118	257	35	59	1	22	418	2099	744	4211
GS-7	3204	7164	512	1888	338	350	85	127	17	15	952	2375	2252	4789
GS-8	413	967	71	262	19	29	5	12	1	1	96	304	317	663
SUBTOTAL	7526	23455	1513	6772	747	1151	226	354	33	74	2519	8351	5007	15104
GS-9	6571	5717	683	1287	578	256	167	118	33	31	1461	1692	5110	4025
GS-10	83	320	19	73	4	5	1	2	1	1	25	81	58	239
GS-11	7909	4132	642	841	438	145	148	125	27	19	1255	1130	6654	3002
GS-12	10955	2563	581	524	361	74	152	61	22	7	1116	666	9839	1897
SUBTOTAL	25518	12732	1925	2725	1381	480	468	306	83	58	3857	3569	21661	9163
GS-13	10311	1411	390	238	212	30	179	34	26	4	807	310	9504	1101
GS-14	3863	380	170	32	66	6	29	6	8	1	273	50	3590	330
GS-15	1437	118	57	10	20	0	9	2	2	0	88	12	1349	106
SUBTOTAL	15611	1909	617	285	298	36	217	44	36	7	1168	372	14443	1537
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	2	0	0	0	1	0	0	0	0	0	1	0	1
SUBTOTAL	6	2	0	0	0	1	0	0	0	0	0	1	6	1
SES	483	27	23	3	6	0	1	0	0	0	30	3	453	24
TOTAL	52361	53790	5164	15186	2746	2794	972	890	168	211	9050	19081	43251	34709


Department of Treasury
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

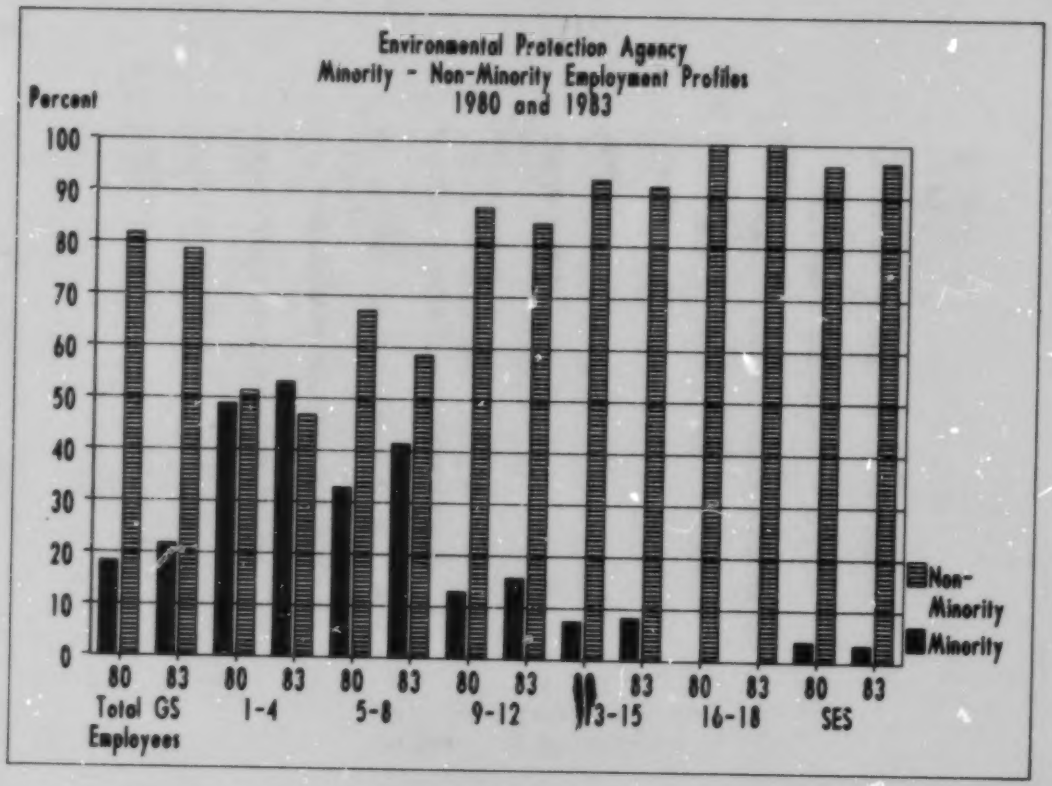

Department of Treasury
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

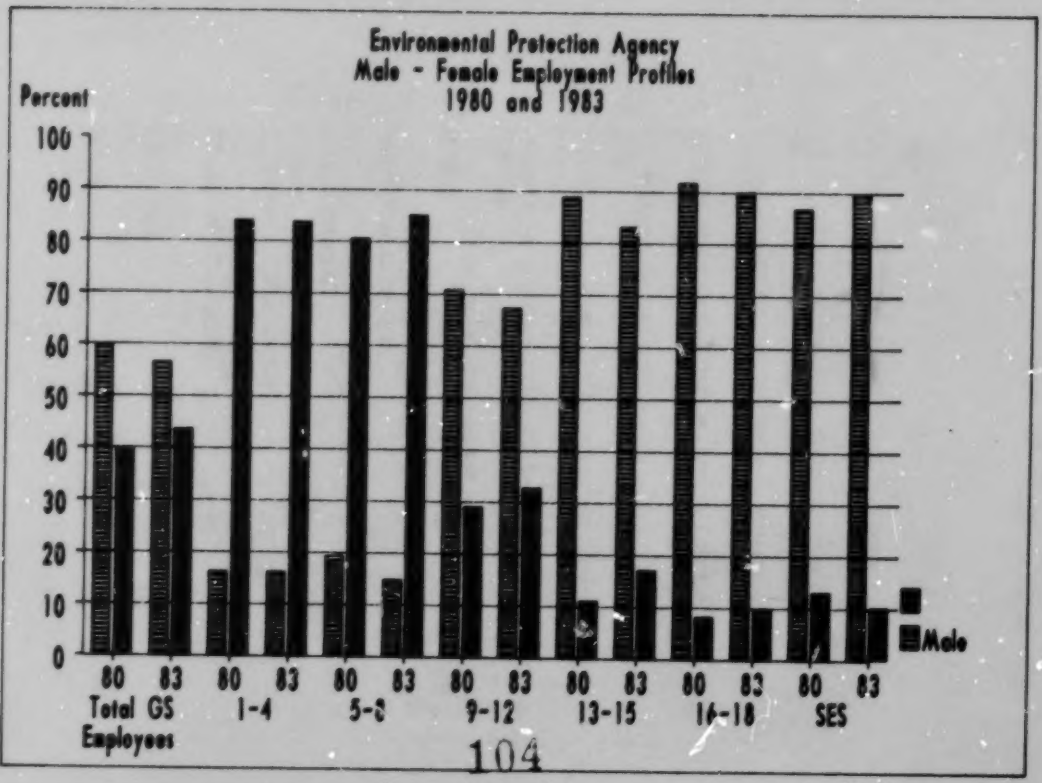
Environmental Protection Agency
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	2	0	1	0	0	1	0	0	0	1	1	0	1
GS-2	3	11	0	1	0	0	0	1	0	0	0	2	3	9
GS-3	24	84	10	41	1	1	1	1	0	0	12	43	12	41
GS-4	58	351	25	151	3	17	1	6	0	1	26	175	32	176
SUBTOTAL	86	448	35	194	1	18	3	8	0	1	39	221	47	227
GS-5	108	697	29	238	5	11	5	9	0	2	39	260	69	437
GS-6	40	507	11	167	1	14	0	4	0	1	12	186	28	321
GS-7	268	582	40	165	4	5	11	9	0	1	55	180	213	402
GS-8	47	141	6	45	0	0	0	0	0	0	6	45	41	96
SUBTOTAL	463	1927	86	615	10	30	16	22	0	4	112	671	351	1256
GS-9	516	425	42	85	15	4	13	10	1	1	71	104	445	321
GS-10	48	12	4	2	0	0	1	0	0	0	5	2	43	10
GS-11	769	368	53	62	10	4	17	12	3	1	83	79	686	289
GS-12	1465	348	51	39	22	3	43	7	1	1	117	50	1348	298
SUBTOTAL	2798	1153	150	188	47	15	74	29	5	3	276	235	2522	918
GS-13	1314	178	51	16	17	1	35	5	3	0	106	22	1208	156
GS-14	805	91	14	7	8	1	18	0	0	0	40	8	765	83
GS-15	61	6	0	2	0	0	0	0	0	0	0	2	61	4
SUBTOTAL	2180	275	65	25	25	2	53	5	3	0	146	32	2034	243
GS-16	11	1	0	0	0	0	0	0	0	0	0	0	11	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	11	1	0	0	0	0	0	0	0	0	0	0	11	1
SES	192	29	5	1	2	0	0	0	1	0	8	1	184	28
TOTAL	5730	3833	341	1023	85	65	146	64	9	8	581	1160	5149	2673

Environmental Protection Agency
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	9	0	3	0	1	1	0	0	0	1	4	0	5
GS-3	19	56	4	24	0	1	1	0	0	0	7	27	12	29
GS-4	37	226	19	110	1	11	1	3	1	0	22	124	15	102
SUBTOTAL	57	291	23	139	1	13	3	3	1	0	30	155	27	136
GS-5	76	481	27	208	3	12	1	2	0	2	31	224	45	257
GS-6	38	489	9	178	1	11	2	7	0	0	12	196	26	293
GS-7	127	526	23	288	2	7	4	6	0	1	31	222	96	304
GS-8	41	181	7	40	0	1	0	1	0	0	7	42	34	89
SUBTOTAL	282	1617	68	654	6	31	7	16	0	3	81	704	201	913
GS-9	240	319	23	69	4	2	8	11	0	0	35	82	205	237
GS-10	45	19	5	9	0	0	0	0	0	0	5	9	40	10
GS-11	550	384	46	69	25	6	19	12	1	2	91	89	459	295
GS-12	1573	480	80	45	29	10	51	13	2	2	162	90	1411	360
SUBTOTAL	2408	1172	154	212	58	18	78	36	3	4	293	270	2115	902
GS-13	1038	236	44	27	10	1	26	4	1	0	83	32	955	204
GS-14	384	86	7	3	2	1	14	2	0	0	23	6	361	80
GS-15	52	10	1	1	0	0	2	0	0	0	3	1	49	9
SUBTOTAL	1474	332	52	31	12	2	42	6	1	0	109	39	1365	293
GS-16	9	1	0	0	0	0	0	0	0	0	0	0	9	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	1	0	0	0	0	0	0	0	0	0	0	9	1
SES	165	21	5	0	0	0	2	0	0	0	7	0	176	21
TOTAL	4413	3404	304	1036	77	64	132	61	5	7	520	1168	3893	2236


Environmental Protection Agency
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Environmental Protection Agency
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Male

Equal Employment Opportunity Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employed		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	0	2	0	0	0	0	0	0	0	2	0	0	0
GS-3	6	49	6	30	0	5	0	0	0	0	4	35	0	14
GS-4	27	196	15	91	4	14	1	1	0	0	20	106	7	88
SUBTOTAL	35	245	23	121	4	21	1	1	0	0	28	143	7	102
GS-5	46	319	27	174	6	32	0	2	1	3	34	211	12	108
GS-6	21	231	14	126	2	32	0	2	0	3	16	163	5	68
GS-7	142	211	69	114	26	27	0	4	2	1	95	146	47	65
GS-8	12	3	12	1	0	0	0	0	0	0	12	1	0	2
SUBTOTAL	221	764	122	415	32	91	0	8	3	7	157	521	64	243
GS-9	133	155	58	71	21	25	3	3	1	1	83	100	50	55
GS-10	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-11	236	256	104	139	41	21	4	6	2	4	151	170	85	86
GS-12	276	223	104	105	38	17	2	1	3	1	147	124	109	99
SUBTOTAL	647	634	287	315	100	63	9	10	6	6	402	394	245	240
GS-13	318	146	125	61	34	4	12	2	2	2	175	69	143	77
GS-14	134	48	58	15	14	8	4	0	2	0	78	23	56	25
GS-15	80	26	41	13	8	1	0	0	0	0	49	14	31	12
SUBTOTAL	532	220	224	89	56	10	16	2	4	2	302	103	230	117
GS-16	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	1	0	0	0	0	0	0	0	1	0	0	0
SES	26	10	7	4	2	0	0	0	0	0	15	4	11	6
TOTAL	1462	1873	664	944	202	185	26	21	13	15	905	1165	557	708

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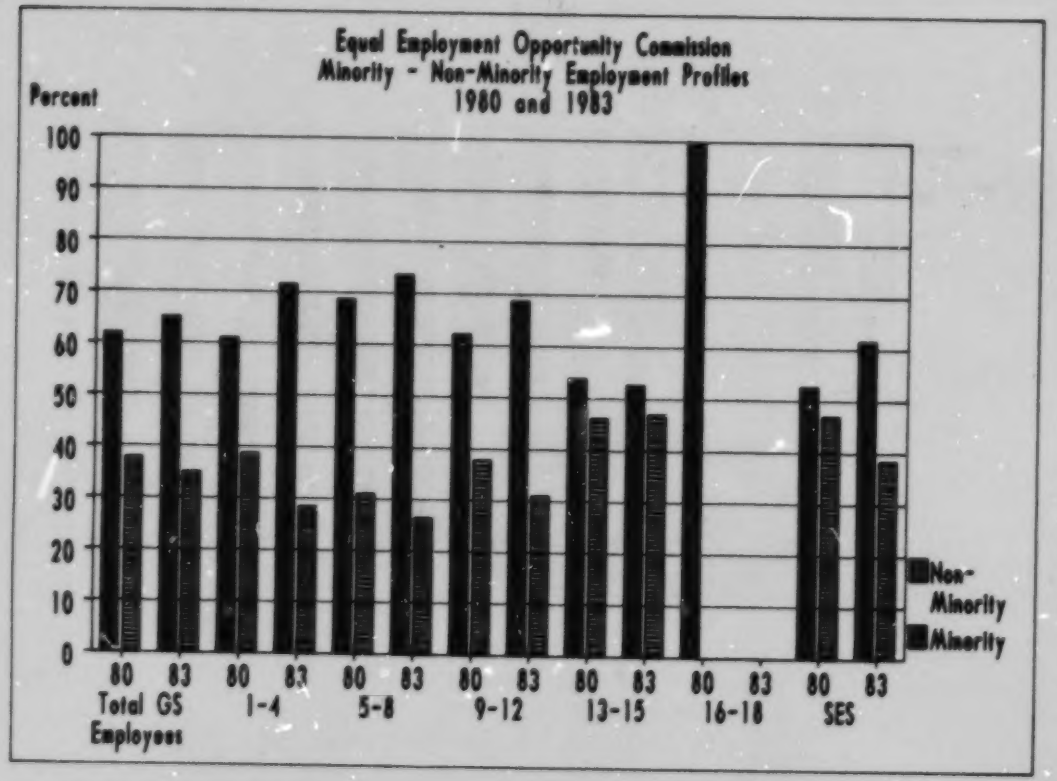
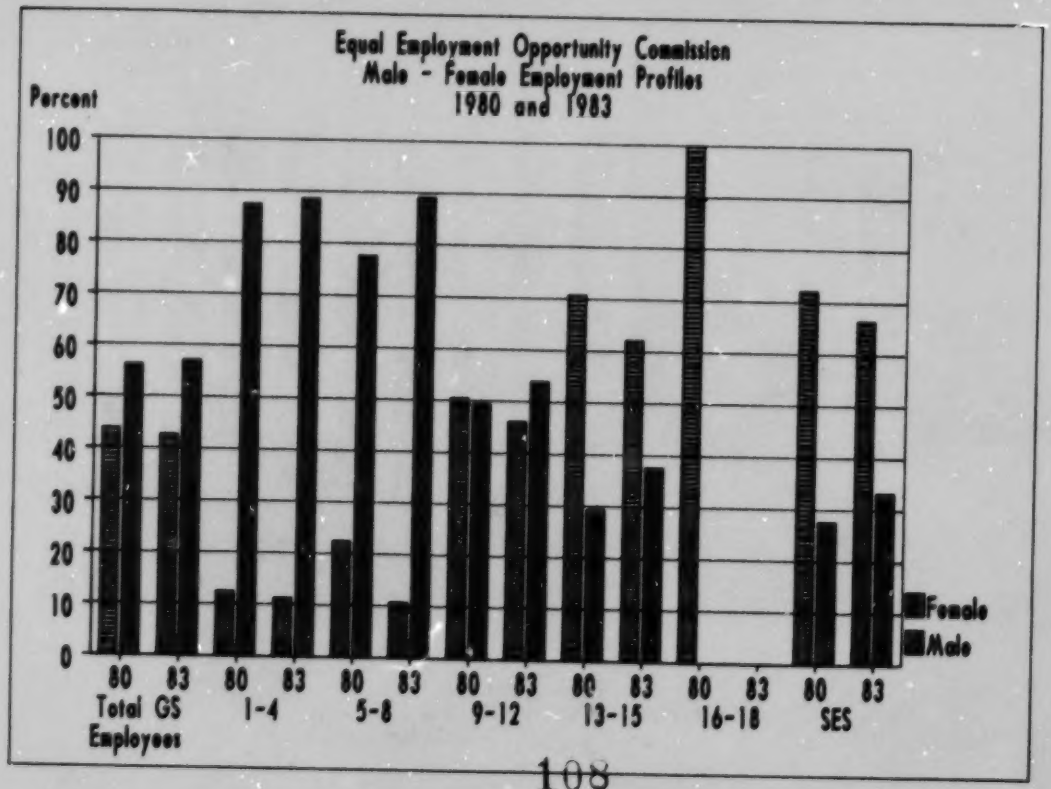
Equal Employment Opportunity Commission
(1988 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	2	0	2	0	0	0	0	0	0	0	2	0	0	0
GS-2	1	7	1	4	0	1	0	0	0	0	1	5	0	2
GS-3	11	36	7	21	1	2	0	0	0	0	8	23	3	13
GS-4	14	172	8	106	2	15	0	3	0	1	10	125	4	47
SUBTOTAL	28	215	18	131	3	18	0	3	0	1	21	153	7	62
GS-5	15	152	7	90	1	13	0	0	0	1	8	104	7	48
GS-6	21	191	14	128	1	14	1	2	0	0	16	144	5	45
GS-7	16	74	12	51	0	6	0	0	0	0	12	57	4	17
GS-8	1	18	1	13	0	0	0	0	0	0	1	13	0	2
SUBTOTAL	53	432	34	282	2	33	1	2	0	1	37	320	16	112
GS-9	23	103	13	65	0	11	0	1	0	0	13	77	12	26
GS-10	0	5	0	3	0	1	0	0	0	0	0	4	0	1
GS-11	442	810	215	299	78	86	6	5	2	2	303	365	139	148
GS-12	200	142	87	68	35	13	7	2	1	1	130	104	70	58
SUBTOTAL	667	780	315	435	113	81	13	11	3	3	446	550	221	230
GS-13	382	268	143	107	43	19	7	3	1	0	191	131	141	134
GS-14	129	84	53	26	21	3	1	0	0	0	75	29	54	25
GS-15	83	23	33	9	7	1	2	0	0	0	42	10	41	13
SUBTOTAL	844	342	229	142	68	23	10	3	1	0	308	170	236	172
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	26	13	9	7	0	0	0	0	0	0	17	7	9	6
TOTAL	1338	1782	605	1017	194	157	24	21	4	5	829	1200	509	582


Equal Employment Opportunity Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

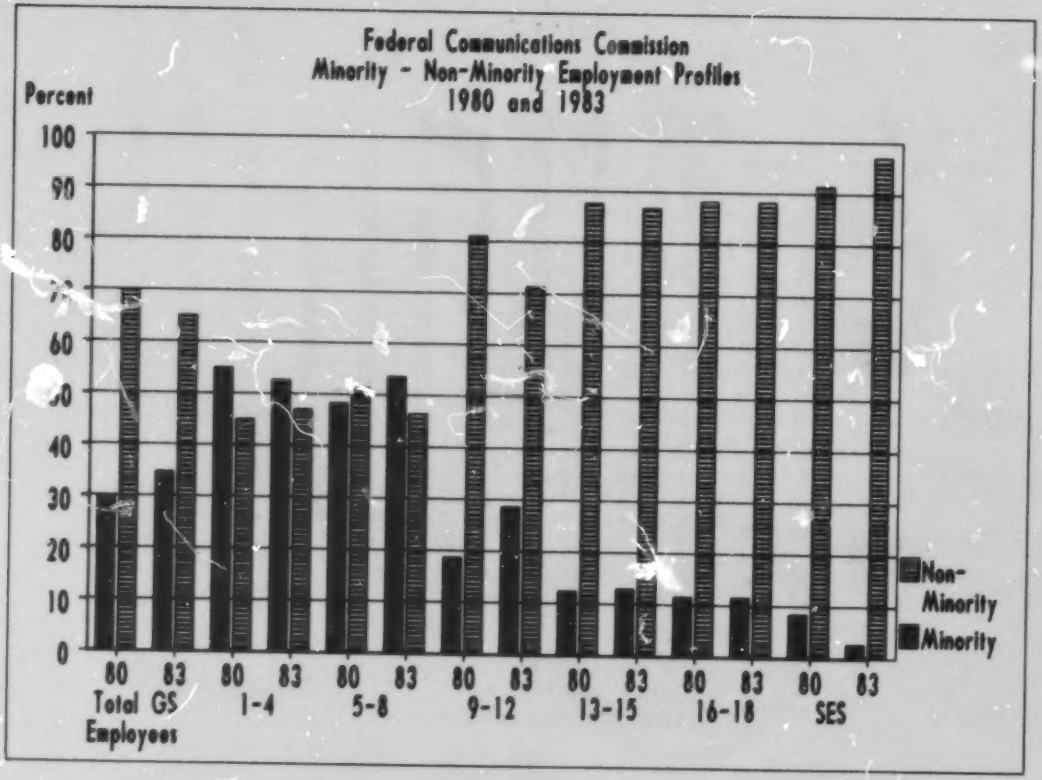

Equal Employment Opportunity Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

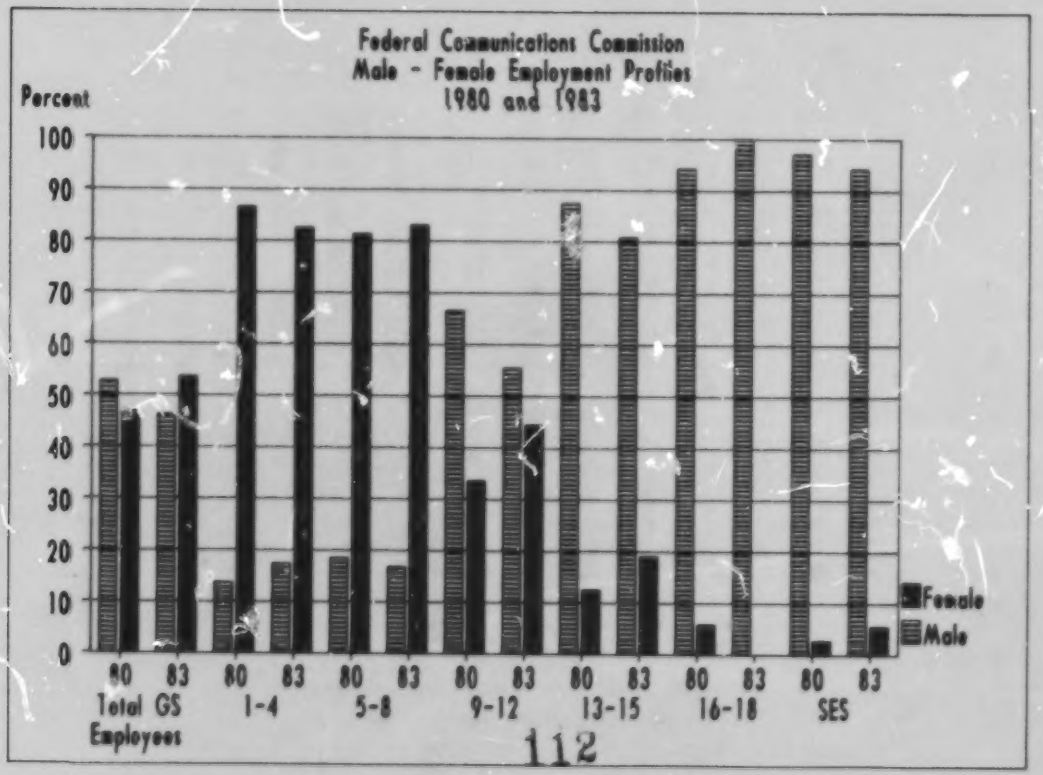
Federal Communications Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	18	0	9	0	1	0	0	0	0	0	10	0	8
GS-3	12	36	9	23	0	1	0	0	0	0	9	24	3	12
GS-4	22	163	12	78	0	3	1	1	0	0	13	82	9	81
SUBTOTAL	34	217	21	110	0	5	1	1	0	0	22	116	12	101
GS-5	35	160	14	72	2	3	0	2	0	1	16	78	19	82
GS-6	39	128	12	67	5	1	1	2	0	0	18	91	21	37
GS-7	38	145	10	71	0	3	0	4	0	1	10	79	28	66
GS-8	10	49	1	23	1	1	0	0	0	0	2	24	8	25
SUBTOTAL	122	532	37	233	8	8	1	9	0	2	46	272	76	260
GS-9	84	48	11	20	3	1	4	0	0	0	18	21	66	39
GS-10	23	2	2	1	0	0	1	0	0	0	3	1	20	1
GS-11	84	60	8	14	2	1	1	1	1	0	12	16	72	44
GS-12	155	53	12	6	1	3	5	0	0	0	18	9	137	44
SUBTOTAL	346	175	33	41	6	5	11	1	1	0	51	47	295	128
GS-13	222	41	17	12	1	1	4	0	3	0	25	13	197	28
GS-14	188	23	19	4	2	0	3	0	0	0	24	5	164	18
GS-15	169	19	11	3	0	0	0	0	1	0	12	3	157	16
SUBTOTAL	579	83	47	19	3	1	7	1	4	0	61	21	518	62
GS-16	14	0	1	0	1	0	0	0	0	0	2	0	12	0
GS-17	2	1	0	0	0	0	0	0	0	0	0	0	2	1
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	16	1	1	0	1	0	0	0	0	0	2	0	14	1
SES	34	1	2	0	1	0	0	0	0	0	3	0	31	1
TOTAL	1131	1009	141	423	19	19	20	12	5	2	185	456	946	553

Federal Communications Commission
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	5	1	3	0	0	0	0	0	0	1	3	1	2
GS-3	11	50	2	22	0	1	0	1	0	0	2	24	9	26
GS-4	12	64	6	35	0	3	0	0	0	0	6	38	4	26
SUBTOTAL	25	119	11	60	0	4	0	1	0	0	11	65	14	54
GS-5	28	100	10	46	2	3	1	0	0	2	13	51	15	49
GS-6	24	200	10	105	1	4	0	1	0	0	11	110	13	90
GS-7	33	115	8	68	5	0	1	3	0	0	14	71	19	44
GS-8	9	49	0	27	2	0	0	0	0	0	2	27	7	22
SUBTOTAL	94	464	28	246	10	7	2	4	0	2	40	259	54	205
GS-9	91	93	10	37	4	4	2	1	1	0	17	42	74	51
GS-10	17	2	1	2	0	0	0	0	0	0	1	2	16	0
GS-11	42	86	10	31	2	2	0	1	1	0	13	34	39	52
GS-12	122	48	17	13	4	1	2	0	0	0	23	14	99	21
SUBTOTAL	282	229	38	83	10	7	4	2	2	0	54	92	228	134
GS-13	143	42	13	9	0	1	3	0	2	0	18	10	125	32
GS-14	129	20	10	1	0	3	2	1	0	0	12	5	117	15
GS-15	38	11	0	1	0	0	2	0	1	0	4	1	34	10
SUBTOTAL	310	73	23	11	1	4	7	1	3	0	34	16	276	57
GS-16	14	0	1	0	1	0	0	0	0	0	2	0	12	0
GS-17	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	17	0	1	0	1	0	0	0	0	0	2	0	15	0
SES	33	2	1	0	0	0	0	0	0	0	1	0	32	2
TOTAL	761	884	102	400	22	22	13	8	5	2	142	432	619	452


Federal Communications Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
60
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority

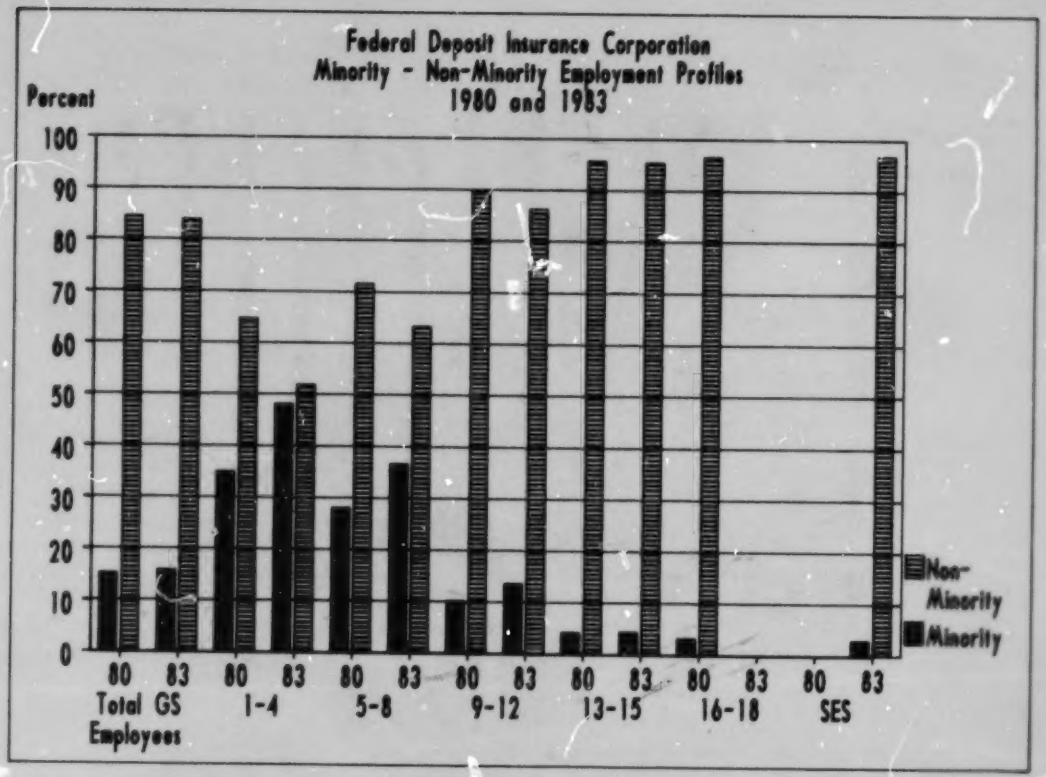

Federal Communications Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

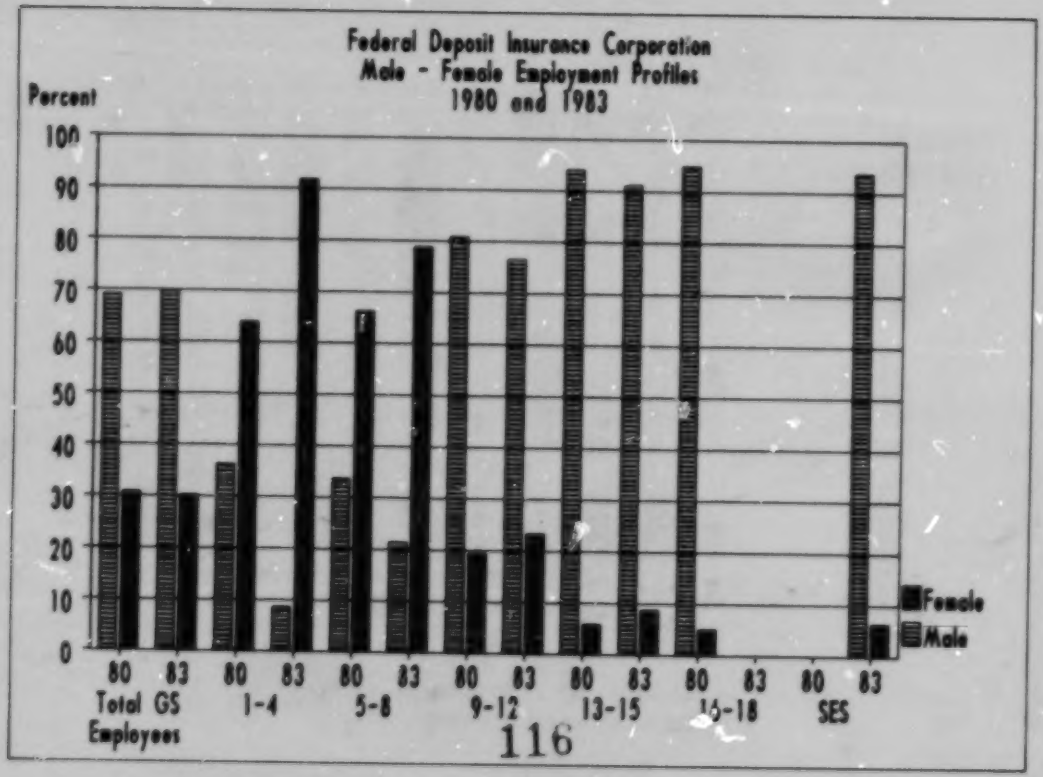
Federal Deposit Insurance Corporation
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	10	2	4	0	0	0	0	0	0	2	4	0	6
GS-3	81	91	20	27	10	4	0	1	0	0	30	33	51	58
GS-4	73	175	14	47	7	8	2	5	0	0	23	60	50	115
SUBTOTAL	156	276	36	78	17	12	2	6	0	0	55	97	101	179
GS-5	126	174	19	43	6	6	0	3	0	0	25	72	101	102
GS-6	10	109	7	29	0	1	0	1	0	0	7	31	3	78
GS-7	78	114	6	18	5	3	0	3	0	1	11	25	67	89
GS-8	4	31	1	11	0	0	0	0	0	0	1	11	3	20
SUBTOTAL	218	428	33	121	11	10	0	7	0	1	44	139	174	289
GS-9	327	129	26	18	14	2	3	3	0	0	43	23	284	106
GS-10	1	1	0	0	0	0	0	0	0	0	0	0	1	1
GS-11	189	38	17	4	4	4	2	1	2	1	25	10	144	48
GS-12	609	81	17	8	11	1	4	0	1	0	33	9	576	72
SUBTOTAL	1126	269	60	30	29	7	9	4	3	1	101	42	1025	227
GS-13	376	34	10	5	3	0	0	3	0	0	13	8	363	26
GS-14	266	11	4	0	3	0	1	0	1	0	9	0	257	11
GS-15	92	2	2	0	1	0	0	0	0	0	3	0	89	2
SUBTOTAL	734	47	16	5	7	0	1	3	1	0	25	8	709	39
GS-16	30	2	0	0	0	0	0	1	0	0	0	1	30	1
GS-17	14	1	1	0	0	0	0	0	0	0	1	0	13	1
GS-18	9	0	0	0	0	0	0	0	0	0	0	0	9	0
SUBTOTAL	53	3	1	0	0	0	0	1	0	0	1	1	52	2
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2289	1023	146	234	64	30	12	21	4	2	226	287	2063	736

Federal Deposit Insurance Corporation
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	9	1	7	0	1	0	0	0	0	1	8	0	1
GS-3	6	20	4	10	1	0	0	0	0	0	5	10	1	10
GS-4	4	91	1	28	0	4	0	4	0	0	1	36	3	53
SUBTOTAL	11	120	6	45	1	5	0	4	0	0	7	54	4	64
GS-5	60	127	11	50	2	2	0	3	0	0	13	55	47	72
GS-6	7	103	3	33	1	2	0	3	0	0	4	38	3	65
GS-7	25	89	9	24	3	2	0	2	0	0	12	30	13	59
GS-8	3	33	2	10	0	0	0	0	0	0	2	10	1	23
SUBTOTAL	95	352	25	119	5	6	0	8	0	0	31	133	64	219
GS-9	198	112	21	26	10	2	1	0	0	1	32	29	166	83
GS-10	0	3	0	1	0	0	0	0	0	0	0	1	0	2
GS-11	123	59	15	11	5	1	1	2	0	0	21	14	102	45
GS-12	680	131	40	10	17	4	7	2	1	0	65	16	615	113
SUBTOTAL	1001	305	76	48	32	9	9	4	1	1	118	62	683	243
GS-13	403	81	13	4	5	0	3	5	0	1	21	10	382	41
GS-14	295	24	4	0	2	0	0	0	0	0	6	0	289	24
GS-15	103	2	3	0	1	0	0	0	0	0	4	0	99	2
SUBTOTAL	801	77	20	4	8	0	3	5	0	1	31	10	770	67
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	58	4	2	0	0	0	0	0	0	0	2	0	56	4
TOTAL	1966	858	129	216	47	20	12	23	1	2	189	261	1777	597


Federal Deposit Insurance Corporation
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

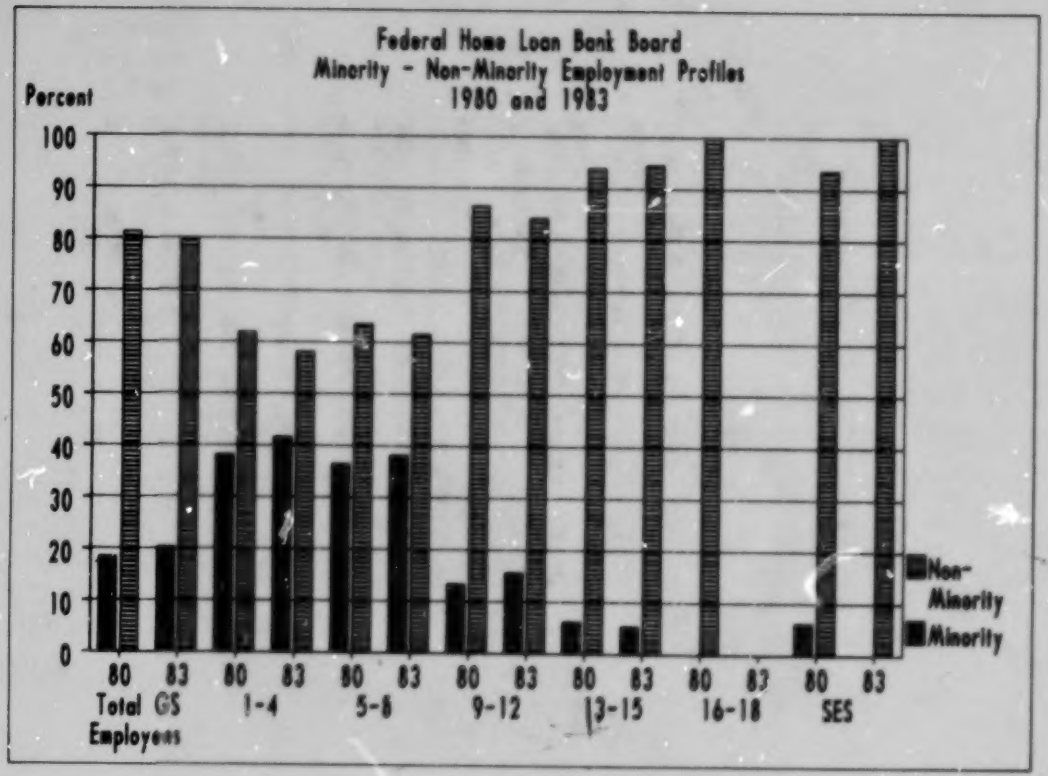

Federal Deposit Insurance Corporation
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

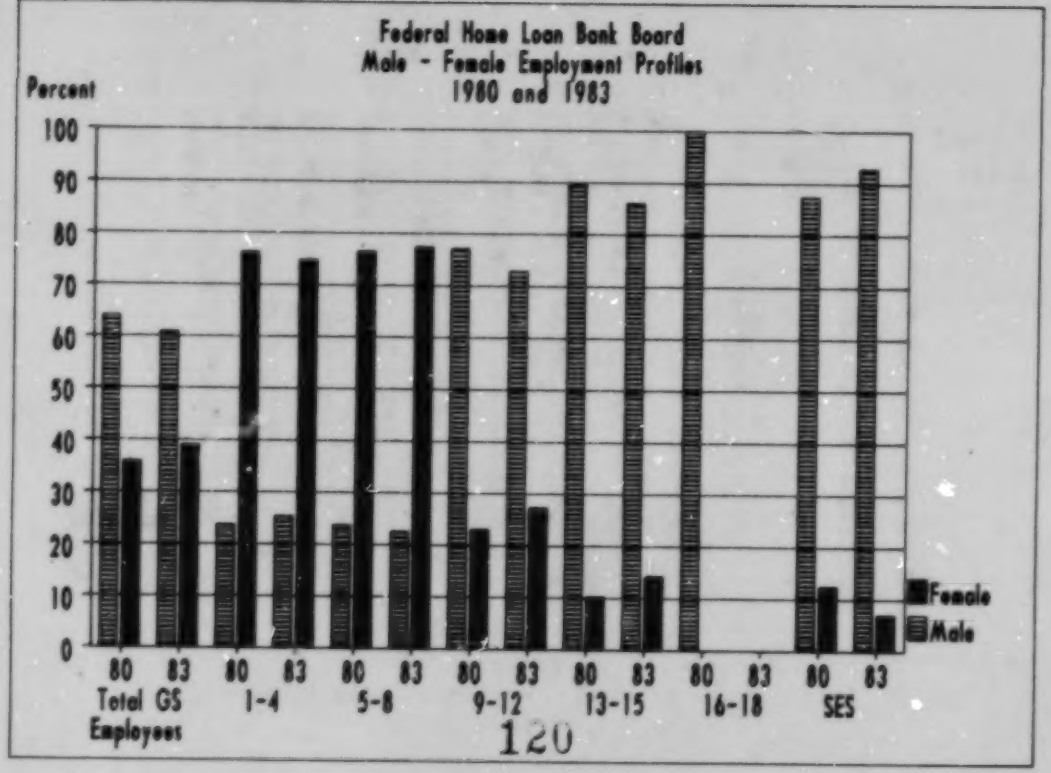
Federal Home Loan Bank Board
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-2	2	4	1	2	0	0	0	0	0	0	1	2	1	2
GS-3	1	24	1	11	0	1	0	0	0	0	1	12	0	12
GS-4	25	60	6	20	0	1	0	0	0	0	6	21	19	39
SUBTOTAL	28	90	8	35	0	2	0	0	0	0	8	37	20	53
GS-5	30	102	4	27	3	2	2	0	0	0	9	39	21	63
GS-6	4	58	2	23	0	1	0	3	0	0	2	27	2	31
GS-7	44	79	7	25	1	0	2	3	1	0	11	28	33	51
GS-8	1	17	0	6	0	0	0	0	0	0	0	6	1	11
SUBTOTAL	79	256	13	91	4	3	4	6	1	0	22	100	57	156
GS-9	84	49	8	13	5	0	1	1	1	0	7	14	77	35
GS-10	3	14	0	6	0	0	0	0	0	0	0	6	3	8
GS-11	112	44	9	14	2	0	3	2	0	0	14	16	99	28
GS-12	266	32	10	4	6	0	3	1	0	0	19	5	247	27
SUBTOTAL	466	139	19	37	13	0	7	4	1	0	40	41	426	98
GS-13	184	23	5	5	1	0	3	0	0	0	9	5	175	18
GS-14	114	10	4	2	2	1	1	0	0	0	7	2	107	8
GS-15	52	7	0	1	0	0	0	0	0	0	0	1	52	6
SUBTOTAL	350	40	9	8	3	1	4	0	0	0	16	8	334	32
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SES	14	2	1	0	0	0	0	0	0	0	1	0	13	2
TOTAL	938	527	50	171	21	6	15	10	2	0	87	186	851	341

Federal Home Loan Bank Board
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-2	1	6	0	4	0	0	0	0	0	0	0	4	1	2
GS-3	5	14	2	2	0	1	0	0	0	1	2	4	1	10
GS-4	13	39	9	13	0	0	0	0	0	1	9	14	4	25
SUBTOTAL	20	59	11	19	0	1	0	0	0	2	11	22	9	37
GS-5	38	110	3	42	1	5	1	1	1	0	6	48	32	62
GS-6	3	62	2	26	0	0	0	2	0	0	2	28	1	34
GS-7	40	41	4	14	1	1	0	0	1	0	6	17	34	24
GS-8	3	74	0	32	0	0	1	2	0	0	1	34	2	40
SUBTOTAL	84	287	9	116	2	6	2	5	2	0	15	127	69	160
GS-9	40	55	9	10	4	1	3	0	0	0	16	11	44	44
GS-10	3	4	0	1	0	0	0	0	0	0	0	1	3	3
GS-11	121	61	20	13	4	2	3	3	1	0	28	18	93	43
GS-12	327	72	14	8	6	0	7	0	1	0	28	8	299	64
SUBTOTAL	511	192	43	32	14	3	13	3	2	0	72	38	439	154
GS-13	116	12	1	2	0	0	1	1	0	0	2	3	114	9
GS-14	106	21	4	3	0	0	2	0	0	0	6	3	100	18
GS-15	58	13	1	1	2	0	0	0	0	0	3	1	55	12
SUBTOTAL	280	46	6	6	2	0	3	1	0	0	11	7	269	39
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	13	1	0	0	0	0	0	0	0	0	0	0	13	1
TOTAL	908	585	69	173	18	10	18	9	4	2	109	194	799	391


Federal Home Loan Bank Board
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Federal Home Loan Bank Board
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Federal Labor Relations Authority
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-4	1	10	0	3	0	1	0	0	0	0	0	4	1	6
SUBTOTAL	1	12	0	5	0	1	0	0	0	0	0	6	1	6
GS-5	4	24	2	11	0	0	0	0	0	0	2	11	2	13
GS-6	1	16	1	11	0	0	0	0	0	0	1	11	0	5
GS-7	1	18	0	7	0	1	0	0	0	0	0	8	1	10
GS-8	0	4	0	2	0	0	0	1	0	0	0	3	0	1
SUBTOTAL	6	62	3	31	0	1	0	1	0	0	3	33	3	29
GS-9	8	21	2	5	0	1	0	0	0	0	2	6	6	15
GS-10	0	2	0	0	0	0	0	0	0	0	0	0	0	2
GS-11	9	18	1	1	0	0	0	0	0	0	1	1	8	17
GS-12	24	21	4	4	0	0	1	0	0	0	5	4	19	17
SUBTOTAL	41	62	7	10	0	1	1	0	0	0	8	11	33	51
GS-13	35	17	3	2	2	1	0	1	0	0	5	4	30	13
GS-14	25	7	0	1	1	0	0	0	0	0	1	1	24	6
GS-15	31	6	2	2	1	0	0	0	0	0	3	2	28	4
SUBTOTAL	91	30	5	5	4	1	0	1	0	0	9	7	82	23
GS-16	11	1	1	0	0	0	0	0	0	0	1	0	10	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	12	1	1	0	0	0	0	0	0	0	1	0	11	1
SES	9	1	0	1	0	0	0	0	0	0	0	1	9	0
TOTAL	160	168	16	52	4	4	1	2	0	0	21	58	139	110

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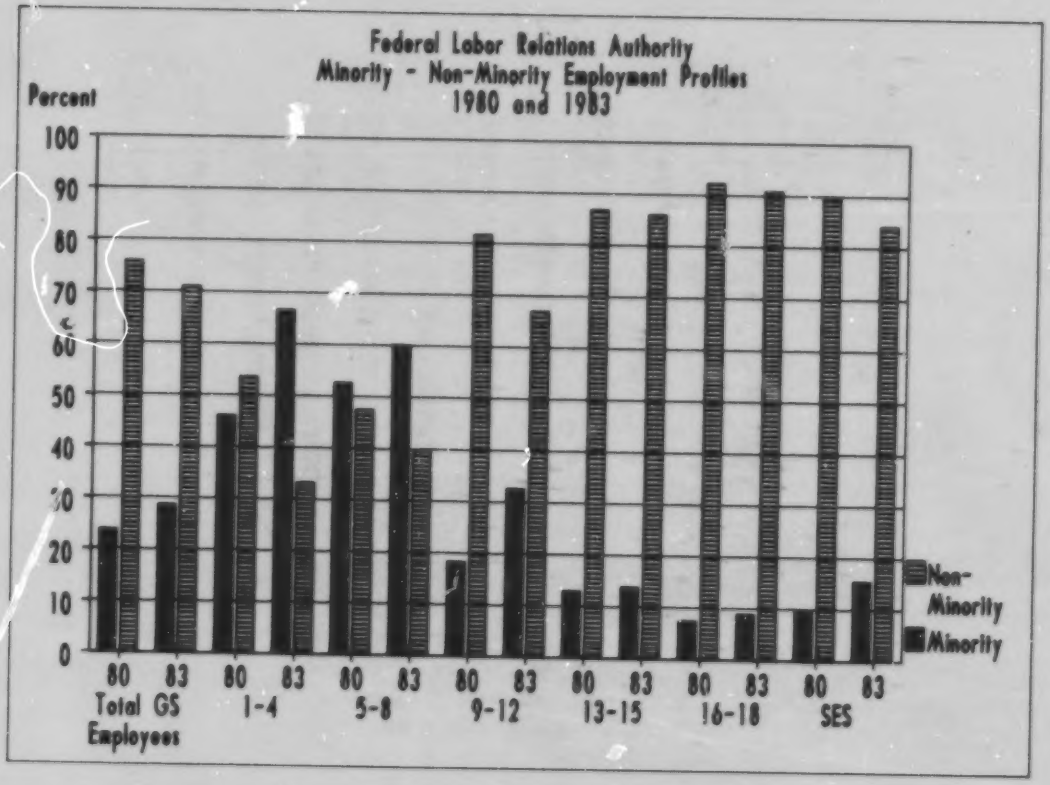
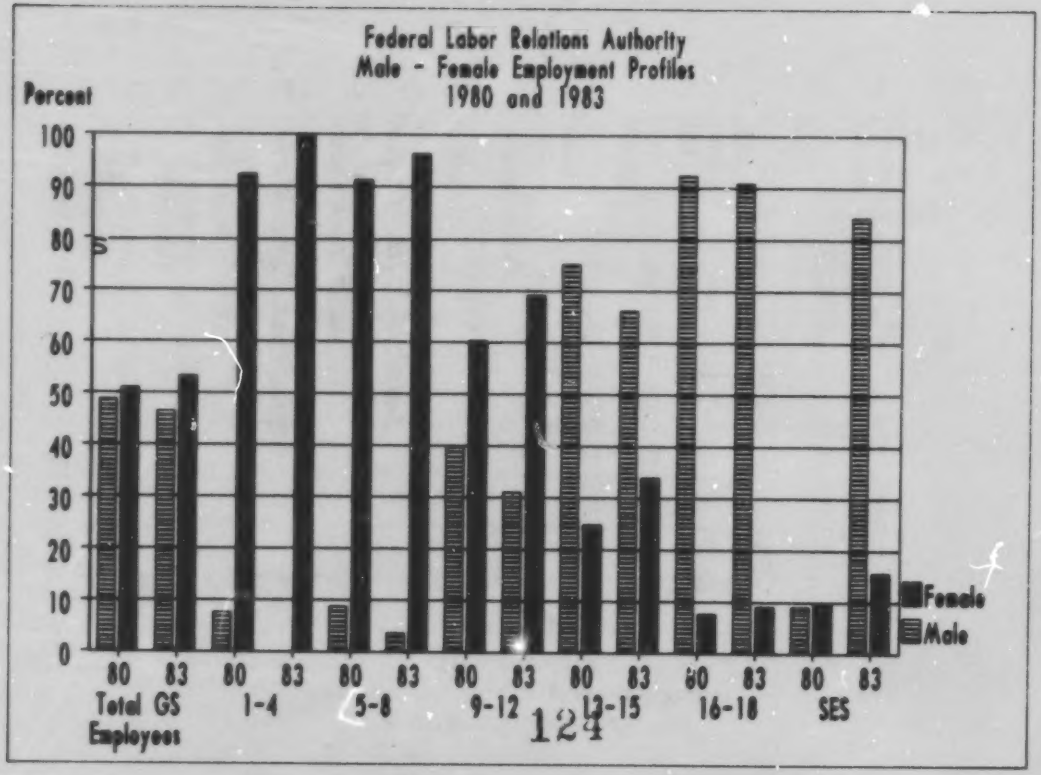
Federal Labor Relations Authority
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-4	0	8	0	4	0	0	0	1	0	0	0	5	0	3
SUBTOTAL	0	9	0	5	0	0	0	1	0	0	0	6	0	3
GS-5	1	4	1	1	0	0	0	0	0	0	1	1	0	3
GS-6	0	18	0	13	0	0	0	0	0	0	0	13	0	5
GS-7	0	17	0	8	0	0	0	0	0	0	0	8	0	9
GS-8	1	12	1	7	0	1	0	0	0	0	1	8	0	4
SUBTOTAL	2	51	2	29	0	1	0	0	0	0	2	30	0	21
GS-9	7	13	0	5	0	0	0	1	0	0	0	6	7	7
GS-10	0	2	0	0	0	0	0	0	0	0	0	0	0	2
GS-11	3	6	2	1	0	0	0	0	0	0	2	1	1	5
GS-12	8	19	3	6	0	1	0	0	0	0	3	7	5	12
SUBTOTAL	18	40	5	12	0	1	0	1	0	0	5	14	13	26
GS-13	35	22	5	4	1	0	1	0	0	0	7	4	28	18
GS-14	23	12	1	2	1	0	0	0	0	0	2	2	21	10
GS-15	22	7	1	1	0	0	0	0	0	0	1	1	21	6
SUBTOTAL	80	41	7	7	2	0	1	0	0	0	10	7	70	34
GS-16	9	1	1	0	0	0	0	0	0	0	1	0	8	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	10	1	1	0	0	0	0	0	0	0	1	0	9	1
SES	16	5	1	1	1	0	0	0	0	0	2	1	14	2
TOTAL	126	145	16	54	3	2	1	2	0	0	20	58	106	87


Federal Labor Relations Authority
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Federal Labor Relations Authority
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Female
Male

Federal Trade Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	3	8	0	6	0	1	0	0	0	0	0	7	3	1
GS-3	12	13	8	9	0	0	0	0	0	0	8	9	4	4
GS-4	20	41	13	24	0	3	1	3	0	0	14	30	6	11
SUBTOTAL	35	62	21	39	0	4	1	3	0	0	22	46	13	16
GS-5	17	114	9	73	0	1	3	0	0	0	12	74	5	40
GS-6	19	184	13	95	0	3	0	0	0	0	13	98	6	86
GS-7	16	113	3	62	0	2	0	0	0	0	3	64	13	49
GS-8	8	32	5	12	0	0	0	1	0	0	5	13	3	19
SUBTOTAL	60	413	30	242	0	6	3	1	0	0	33	249	27	164
GS-9	20	54	4	21	1	1	0	2	0	0	5	24	15	32
GS-10	1	6	1	2	0	0	0	0	0	0	1	2	0	4
GS-11	62	45	7	12	4	2	4	0	1	0	16	14	46	31
GS-12	112	58	14	11	5	2	3	2	0	0	24	15	88	43
SUBTOTAL	195	165	26	46	10	5	7	4	1	0	46	55	149	130
GS-13	129	60	9	7	0	0	4	0	0	0	13	7	116	53
GS-14	141	55	6	0	0	0	1	1	0	0	7	1	134	54
GS-15	197	27	3	3	0	2	2	0	0	0	5	5	192	22
SUBTOTAL	467	142	18	10	0	2	7	1	0	0	25	13	442	129
GS-16	11	0	0	0	0	0	1	0	0	0	1	0	10	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	12	0	0	0	0	0	1	0	0	0	1	0	11	0
SES	37	3	2	0	0	0	0	0	0	0	2	0	35	3
TOTAL	806	805	99	337	10	17	19	9	1	0	129	363	677	442

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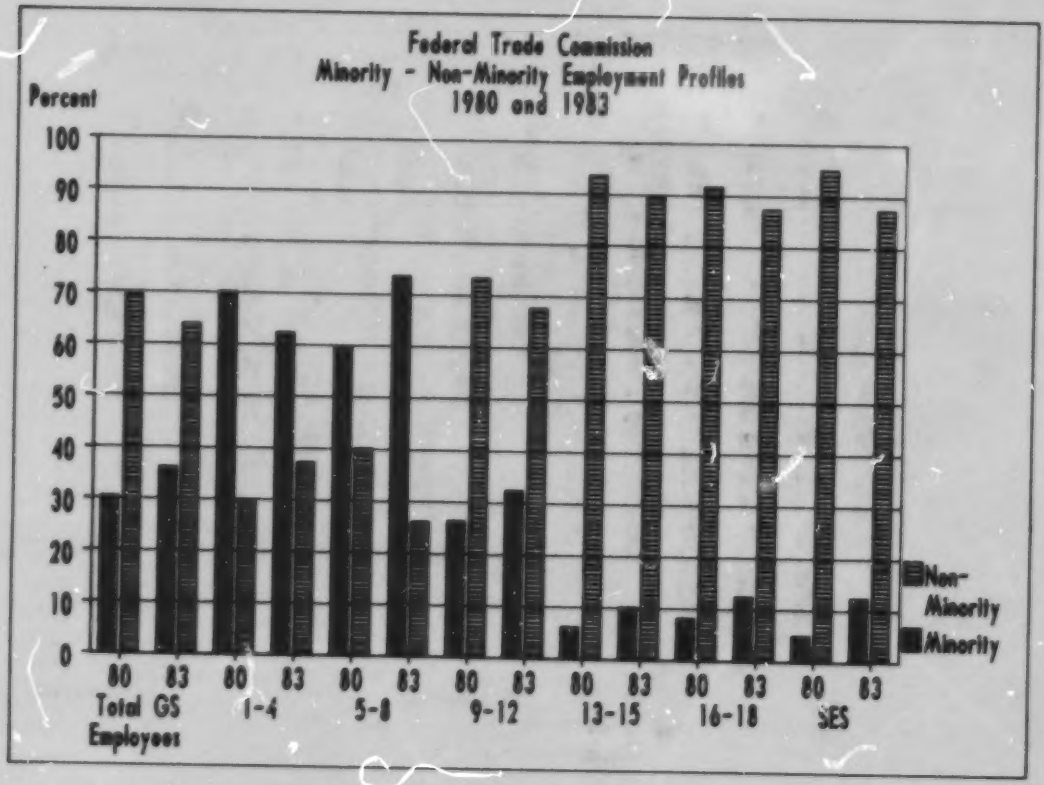
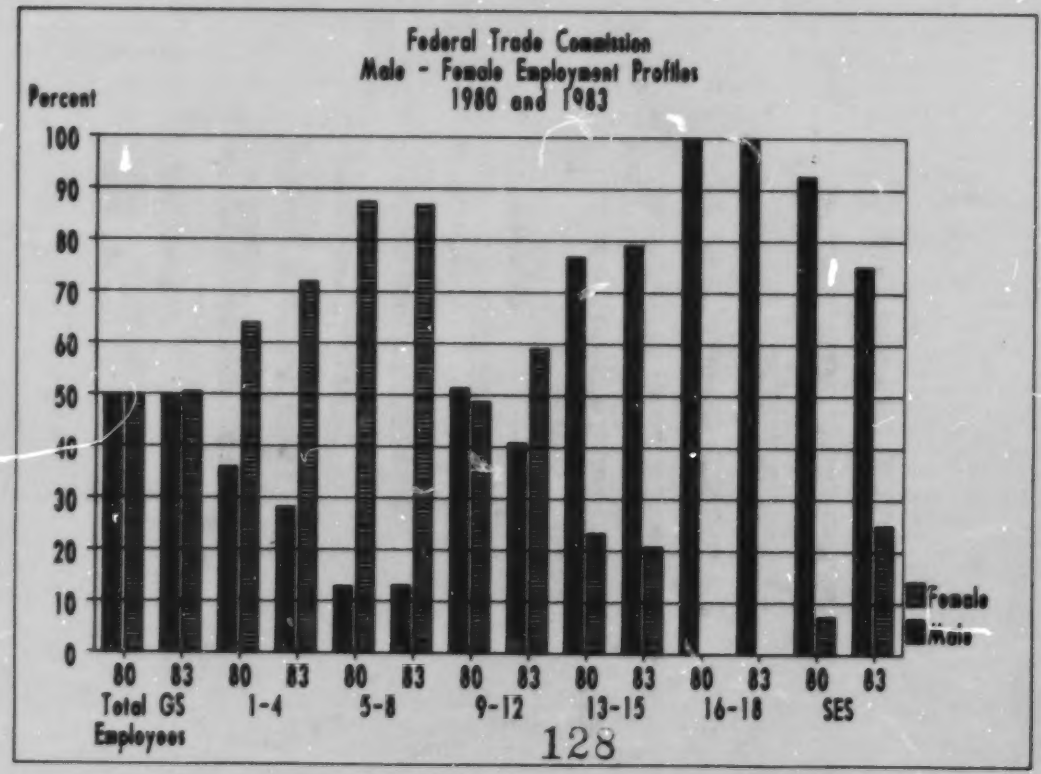
Federal Trade Commission
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	2	0	2	0	0	0	0	0	0	0	2	1	0
GS-3	2	5	0	0	0	0	0	0	0	0	0	0	2	5
GS-4	6	16	4	13	0	0	0	1	0	0	4	14	2	2
SUBTOTAL	9	23	4	15	0	0	0	1	0	0	4	16	5	7
GS-5	16	78	12	80	0	2	1	4	0	0	13	86	3	14
GS-6	13	121	7	96	0	1	1	0	0	0	8	97	5	24
GS-7	13	107	7	71	0	2	0	1	0	0	7	74	6	33
GS-8	7	27	5	16	0	0	0	0	0	0	5	16	2	11
SUBTOTAL	49	333	31	233	0	5	2	5	0	0	33	263	16	82
GS-9	13	44	4	25	0	2	0	0	0	0	4	27	9	17
GS-10	3	3	0	2	0	0	0	0	0	0	0	2	0	3
GS-11	21	34	4	8	0	1	0	1	0	0	4	10	17	24
GS-12	33	43	4	11	4	1	0	0	0	0	10	12	43	31
SUBTOTAL	87	126	14	46	4	4	0	1	0	0	18	51	69	75
GS-13	93	37	11	7	5	0	5	0	0	0	21	7	72	30
GS-14	104	36	9	2	0	0	0	0	0	0	9	2	95	34
GS-15	208	33	7	3	0	0	2	1	0	0	9	4	196	29
SUBTOTAL	405	106	27	12	5	0	7	1	0	0	39	13	363	93
GS-16	7	0	0	0	0	0	1	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	8	0	0	0	0	0	1	0	0	0	1	0	7	0
SES	24	8	2	0	0	1	0	1	0	0	2	2	22	6
TOTAL	579	868	78	306	9	10	10	9	0	0	97	325	482	267


Federal Trade Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Federal Trade Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

General Accounting Office
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	19	0	11	0	4	0	0	0	0	0	15	1	4
GS-2	9	47	4	30	1	0	1	0	0	0	6	30	3	17
GS-3	20	118	10	58	2	3	1	1	0	0	13	62	7	53
GS-4	53	222	29	97	4	10	0	1	0	1	24	109	29	113
SUBTOTAL	83	403	34	196	7	17	2	2	0	1	43	216	40	187
GS-5	54	279	13	140	5	3	3	6	0	0	21	149	33	130
GS-6	7	225	2	107	0	8	0	3	0	0	2	118	5	107
GS-7	142	267	33	76	9	8	4	6	0	0	46	90	96	177
GS-8	2	40	1	12	0	1	0	0	0	0	1	13	1	27
SUBTOTAL	205	791	49	335	14	20	7	15	0	0	70	370	135	421
GS-9	149	167	21	46	7	5	4	4	0	0	32	55	117	114
GS-10	1	7	0	2	0	0	0	0	0	0	0	2	1	5
GS-11	206	196	22	44	7	3	5	4	0	0	34	51	172	143
GS-12	938	237	92	67	31	4	17	3	0	0	140	74	798	163
SUBTOTAL	1294	608	135	159	45	10	26	11	0	0	206	180	1088	428
GS-13	866	186	25	12	6	1	7	4	1	0	39	17	827	89
GS-14	639	37	10	3	12	0	4	1	1	0	27	4	612	33
GS-15	327	17	5	0	2	0	1	1	0	0	8	1	319	16
SUBTOTAL	1832	240	40	15	20	1	12	6	2	0	74	22	1758	138
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	[illegible]	3	2	1	0	0	2	0	0	0	4	1	92	2
TOTAL	3510	1962	260	706	86	48	49	34	2	1	397	789	3113	1173

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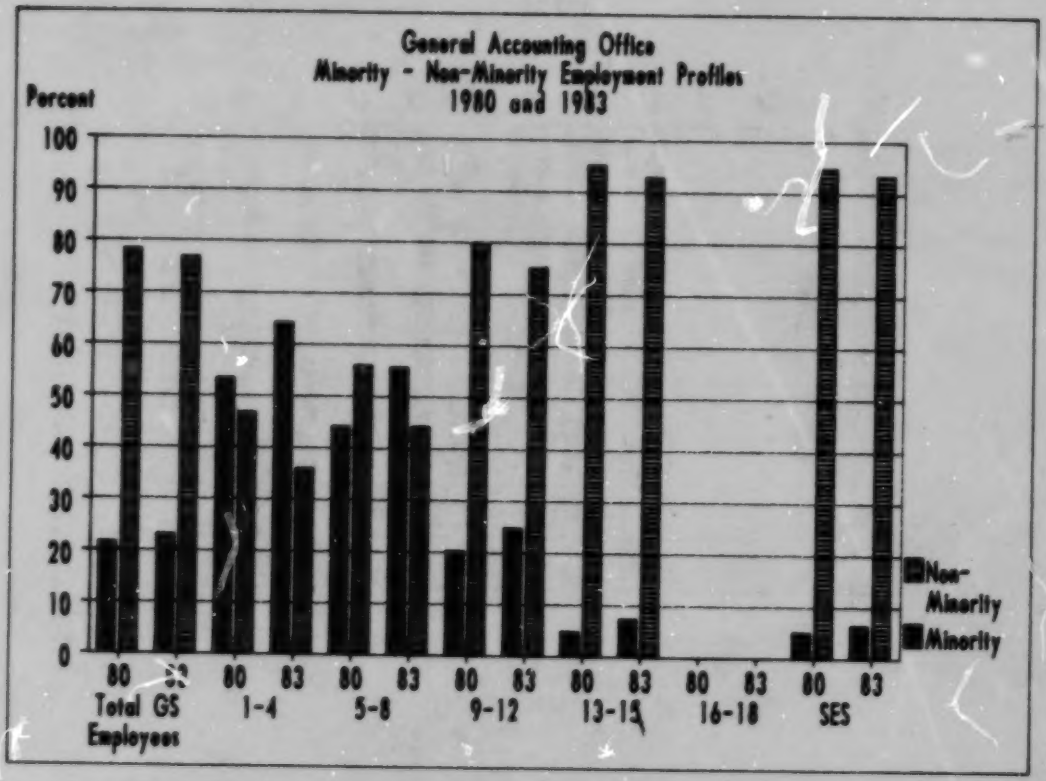
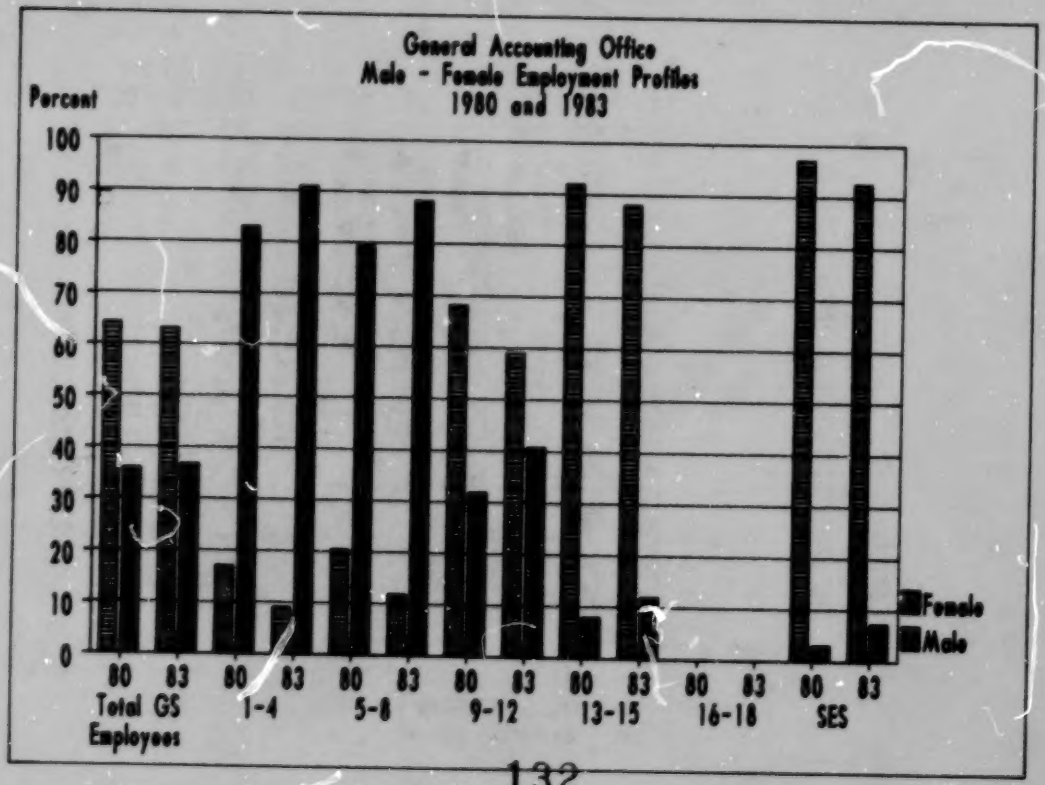
General Accounting Office
(IRMS EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	5	0	[illegible]	0	0	0	0	0	0	0	3	0	2
GS-3	3	44	1	25	[illegible]	4	0	1	0	0	1	28	2	18
GS-4	15	129	7	77	0	5	1	5	0	2	8	87	7	42
SUBTOTAL	18	180	8	103	[illegible]	7	1	6	0	2	9	118	9	62
GS-5	12	168	6	102	1	1	1	0	0	0	8	103	4	62
GS-6	13	258	7	157	0	6	0	7	0	1	7	171	6	87
GS-7	62	200	9	76	9	7	1	11	0	0	19	94	43	106
GS-8	5	53	4	21	0	3	0	2	[illegible]	0	4	26	1	27
SUBTOTAL	92	684	26	356	10	17	2	20	0	1	38	394	54	290
GS-9	80	161	18	44	5	9	3	10	1	0	27	63	53	99
GS-10	1	7	0	2	0	0	0	0	0	0	0	2	1	5
GS-11	127	164	14	47	7	3	3	3	0	0	24	53	103	111
GS-12	800	344	90	90	31	4	23	13	1	1	145	110	655	234
SUBTOTAL	1008	699	122	183	43	16	29	26	2	1	196	228	812	471
GS-13	856	176	48	33	15	2	7	5	2	0	72	40	784	136
GS-14	703	60	8	5	10	0	6	3	0	1	24	9	679	51
GS-15	367	25	8	0	3	0	3	1	0	0	14	1	353	24
SUBTOTAL	1926	261	64	38	[illegible]	2	16	9	2	1	110	50	1816	211
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	100	8	3	2	0	0	2	0	0	0	5	2	95	6
TOTAL	3144	1832	223	681	81	44	50	61	4	5	358	792	2786	1040


General Accounting Office
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority


General Accounting Office
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

General Services Administration
(1980 EMPLOYMENT PROFILE)

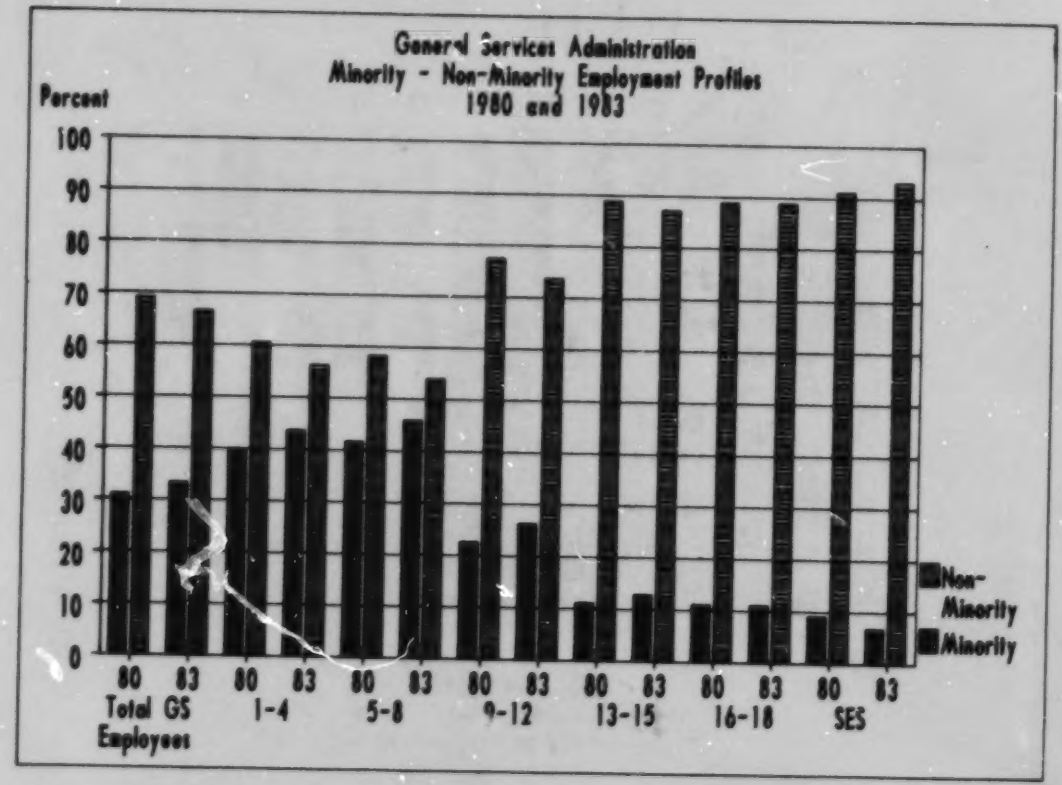
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	3	0	1	0	0	0	0	0	0	0	1	6	2
GS-2	22	80	11	42	2	4	0	0	0	1	13	47	9	33
GS-3	152	428	66	195	13	27	2	6	0	2	81	230	71	198
GS-4	525	1514	168	815	27	52	3	16	1	12	199	897	326	93[illegible]
SUBTOTAL	705	2242	245	753	42	83	5	24	[illegible]	15	293	875	412	1367
GS-5	2509	2197	1066	709	85	79	32	27	6	17	1189	832	1320	1365
GS-6	435	1078	144	388	20	30	6	10	4	9	174	437	261	657
GS-7	673	1020	228	344	28	22	13	37	2	3	271	406	402	614
GS-8	154	132	44	82	3	1	4	1	1	0	52	84	102	78
SUBTOTAL	3771	4427	1482	1493	136	132	55	75	13	29	1686	1729	2085	2696
GS-9	766	758	189	207	24	16	17	21	4	2	234	246	532	509
GS-10	35	9	3	2	0	0	0	0	0	0	3	2	32	7
GS-11	1493	661	194	170	37	18	23	13	11	4	265	205	1228	456
GS-12	1838	546	162	148	48	2	46	5	8	3	261	158	1577	388
SUBTOTAL	4132	1971	548	527	106	36	86	39	23	9	763	611	3369	1360
*GS-13	1447	276	109	43	23	7	25	4	7	1	164	55	1283	221
*GS-14	747	96	39	14	12	1	9	0	3	0	63	15	684	79
*GS-15	341	28	19	1	3	0	2	1	1	0	25	2	316	26
SUBTOTAL	2535	398	167	58	38	8	36	5	11	1	252	72	2283	326
GS-16	6	1	0	0	0	0	1	0	0	0	1	0	5	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	8	1	0	0	0	0	1	0	0	0	1	0	7	1
SES	104	7	9	1	0	0	0	0	0	0	9	1	95	6
TOTAL	11255	9042	2461	2832	322	259	185	143	48	54	3004	3288	8251	5754

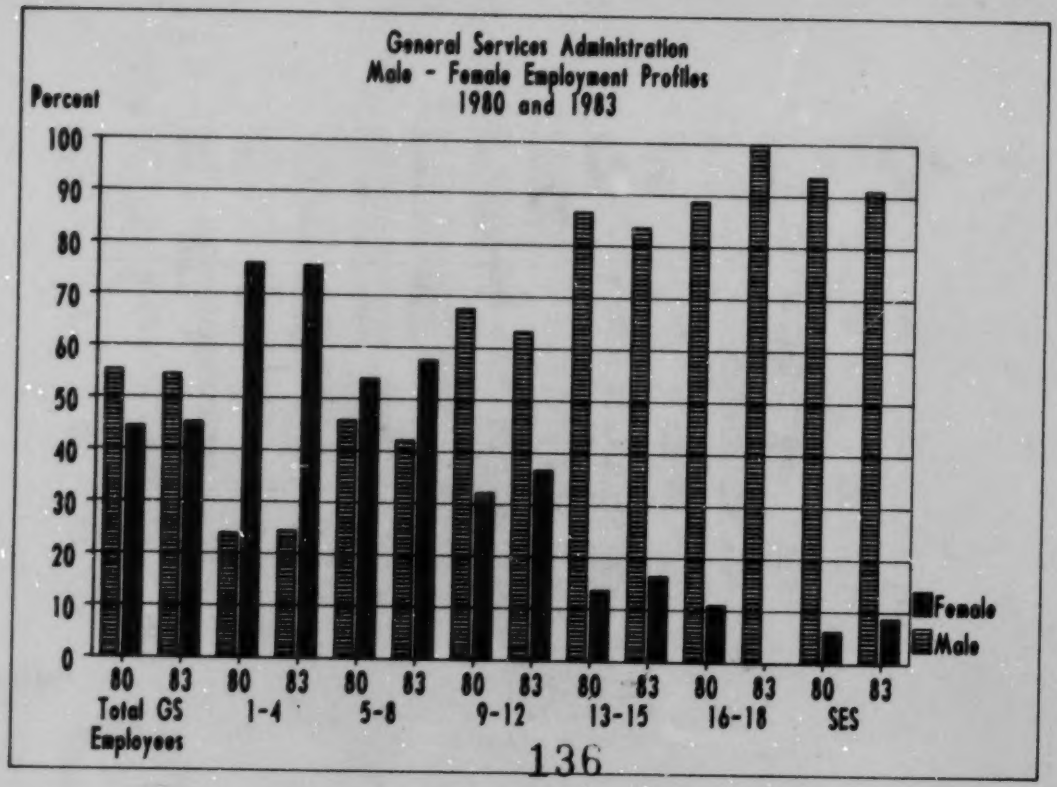
* for agencies with GM series, these values are added into the GS series

General Services Administration
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	7	2	0	1	0	0	0	0	0	0	0	1	7	1
GS-2	12	31	6	13	9	1	0	1	0	0	6	15	6	16
GS-3	89	316	30	109	6	14	2	4	0	2	38	131	51	185
GS-4	322	978	110	380	16	50	4	15	0	4	130	449	192	529
SUBTOTAL	430	1327	146	503	22	65	6	22	0	6	174	596	256	731
GS-5	1730	1788	809	884	50	67	23	38	5	17	887	706	843	1082
GS-6	312	946	128	386	10	23	5	8	2	9	145	426	167	520
GS-7	540	882	218	360	22	28	12	17	2	7	254	412	286	470
GS-8	115	157	38	61	1	0	3	2	0	0	42	63	73	94
SUBTOTAL	2697	3693	1195	1391	83	118	43	65	9	33	1328	1607	1369	2086
GS-9	573	602	170	214	19	14	12	24	2	2	203	254	370	348
GS-10	26	12	2	3	3	0	0	0	1	0	6	3	20	9
GS-11	1240	754	176	207	37	22	23	24	15	9	251	262	989	492
GS-12	1457	662	159	190	46	15	44	8	7	3	256	216	1401	446
SUBTOTAL	3496	2030	507	614	105	51	79	56	25	14	716	735	2780	1295
WGS-13	1238	308	106	62	22	5	24	6	4	0	156	76	1079	232
WGS-14	677	93	38	15	12	1	12	0	6	0	68	16	609	77
WGS-15	343	41	17	4	4	1	0	1	2	0	23	6	320	35
SUBTOTAL	2258	442	161	84	38	7	36	7	12	0	247	98	2008	344
GS-16	7	0	0	0	0	0	1	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	9	0	0	0	0	0	1	0	0	0	1	0	8	0
SES	93	9	4	1	0	0	2	0	0	0	6	1	87	8
TOTAL	8980	7501	2011	2593	248	241	167	150	46	53	2472	3037	6508	4464

* for agencies with GM series, these values are added into the GS series


General Services Administration
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority


General Services Administration
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

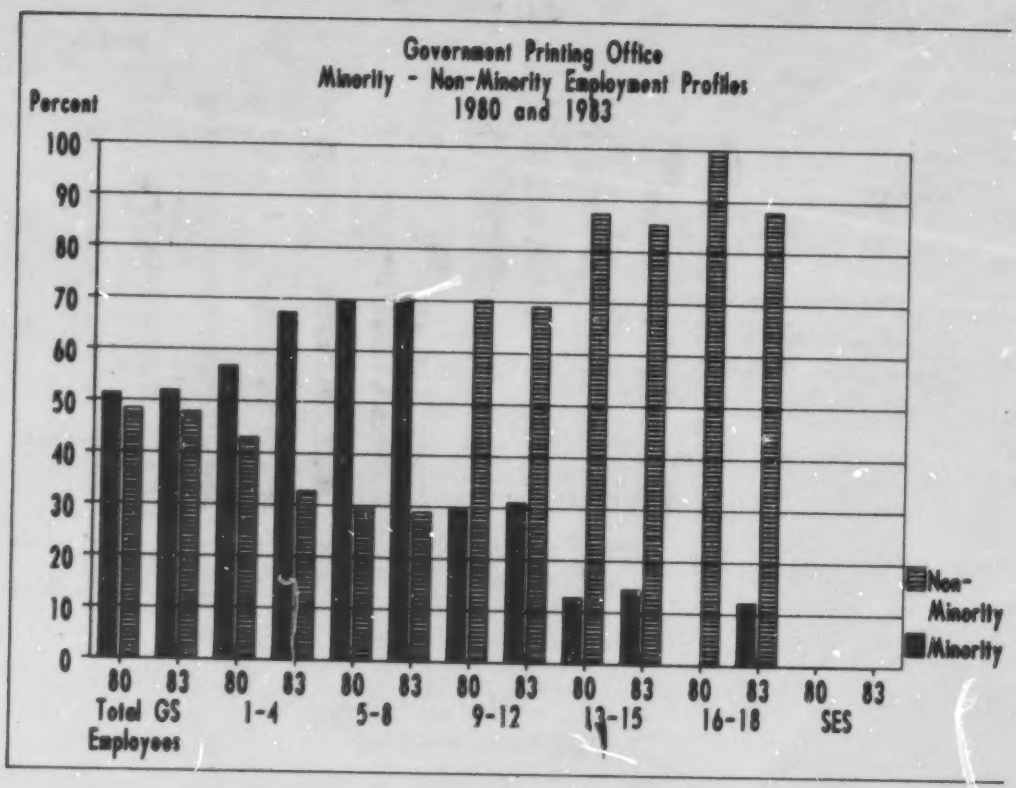
182

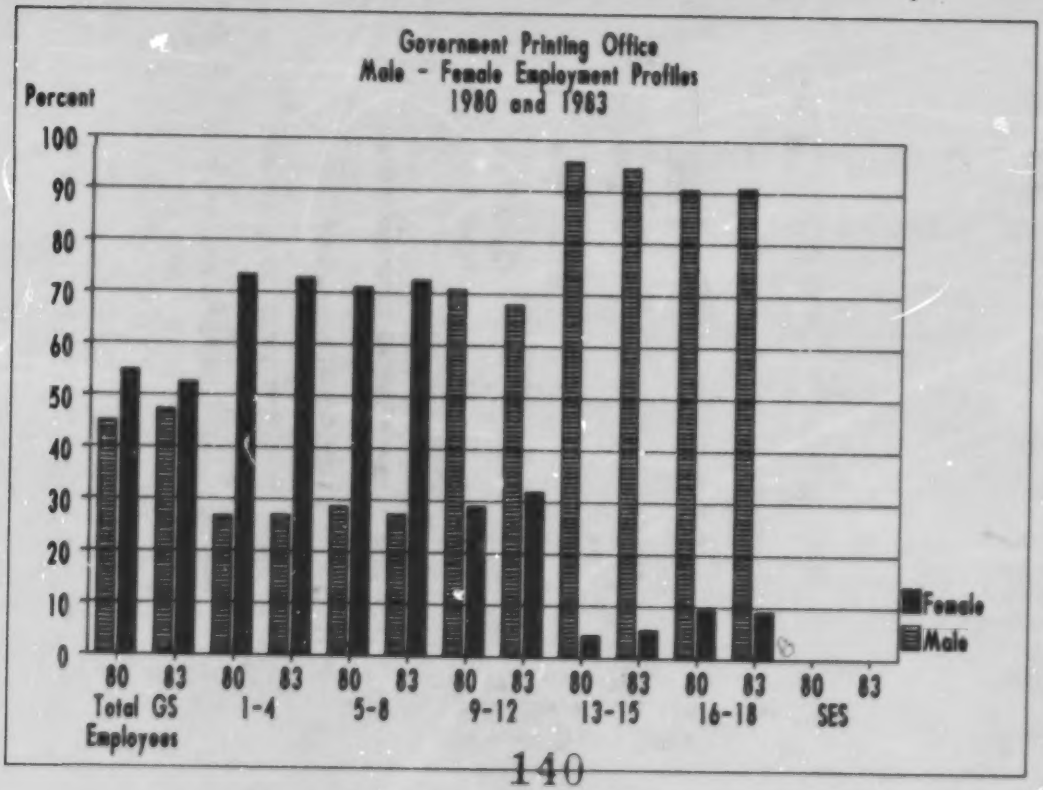
Government Printing Office
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	4	1	3	0	0	0	0	0	0	0	3	0	3	1
GS-2	10	47	6	25	0	2	0	0	0	0	6	27	4	20
GS-3	56	242	32	90	1	11	0	0	0	0	33	101	23	141
GS-4	98	176	70	116	2	4	0	0	0	0	72	120	26	56
SUBTOTAL	170	466	111	231	3	17	0	0	0	0	114	248	56	218
GS-5	173	407	103	290	17	5	3	1	0	0	123	296	50	111
GS-6	56	222	36	156	4	8	0	0	0	0	40	164	16	58
GS-7	71	134	44	76	2	2	0	2	0	0	46	78	25	56
GS-8	27	41	13	29	1	1	1	0	0	0	15	30	12	11
SUBTOTAL	327	804	196	549	24	16	4	3	0	0	224	568	103	236
GS-9	46	95	20	34	1	2	0	1	0	1	21	40	25	55
GS-10	11	11	3	4	2	0	0	0	0	0	5	4	6	7
GS-11	80	36	28	16	3	0	1	0	0	0	32	16	48	20
GS-12	277	29	37	12	6	0	0	1	0	0	43	13	234	16
SUBTOTAL	414	171	88	68	12	2	1	2	0	1	101	73	313	98
GS-13	146	10	16	3	2	1	1	0	0	0	20	4	126	6
GS-14	80	1	1	0	4	0	2	0	0	0	7	0	73	1
GS-15	37	1	3	0	1	0	0	0	0	0	4	0	33	1
SUBTOTAL	263	12	20	3	8	1	3	0	0	0	31	4	232	8
GS-16	10	2	0	0	0	0	0	0	0	0	0	0	10	2
GS-17	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-18	3	0	0	0	0	0	0	0	0	0	0	0	3	0
SUBTOTAL	19	2	0	0	0	0	0	0	0	0	0	0	19	2
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1193	1458	415	851	47	36	8	5	0	1	470	893	723	562

Government Printing Office
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	3	0	1	0	0	0	0	0	0	0	1	0	2	0
GS-2	6	10	5	4	0	1	0	0	0	0	5	5	1	5
GS-3	26	107	18	40	0	4	0	1	0	0	18	45	8	62
GS-4	56	128	45	101	2	3	0	1	0	0	47	105	9	23
SUBTOTAL	91	245	69	145	2	8	0	2	0	0	71	155	20	90
GS-5	147	344	100	242	7	5	2	0	0	1	109	248	38	96
GS-6	58	231	42	161	2	9	2	0	0	0	46	170	12	66
GS-7	69	147	39	93	1	1	1	0	0	0	41	96	28	53
GS-8	29	55	14	35	2	2	1	0	0	0	17	37	12	18
SUBTOTAL	303	802	195	531	12	17	4	0	0	1	213	549	90	233
GS-9	84	86	27	41	1	1	2	0	0	1	30	43	24	43
GS-10	12	18	5	9	2	0	0	0	0	0	7	9	5	9
GS-11	97	60	23	22	4	1	0	2	0	0	29	25	68	35
GS-12	287	47	41	13	6	0	1	1	0	0	48	14	239	33
SUBTOTAL	480	211	96	85	13	2	3	3	0	1	114	91	336	120
GS-13	154	9	17	4	5	0	3	1	0	1	25	6	129	3
GS-14	84	6	5	1	1	0	1	0	0	1	7	2	77	4
GS-15	36	1	0	1	0	0	1	0	0	0	1	1	35	0
SUBTOTAL	274	16	22	6	6	0	5	1	0	2	33	9	241	7
GS-16	17	2	1	0	1	0	0	0	0	0	2	0	15	2
GS-17	6	1	0	0	1	0	0	0	0	0	1	0	5	1
GS-18	7	0	1	0	0	0	0	0	0	0	1	0	6	0
SUBTOTAL	30	3	2	0	2	0	0	0	0	0	4	0	26	3
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1148	1277	386	787	35	27	14	6	0	4	435	824	713	453


Government Printing Office
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority


Government Printing Office
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Interstate Commerce Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-3	7	12	3	11	0	0	0	0	0	0	3	11	4	1
GS-4	31	87	20	62	0	2	1	0	0	0	21	64	10	23
SUBTOTAL	39	99	24	73	0	2	1	0	0	0	25	75	14	24
GS-5	42	188	24	90	1	3	0	1	0	0	25	94	17	44
GS-6	24	106	15	66	0	0	1	1	0	0	16	67	8	39
GS-7	17	98	9	81	0	4	0	0	0	0	9	85	8	43
GS-8	3	28	2	6	0	1	0	0	0	0	2	7	1	21
SUBTOTAL	86	390	50	243	1	8	1	2	0	0	52	223	34	167
GS-9	26	43	4	13	0	0	0	0	0	0	4	13	22	30
GS-10	14	3	1	3	0	0	0	0	0	0	1	3	13	0
GS-11	35	71	5	30	1	0	1	1	0	0	7	31	48	40
GS-12	245	60	13	11	6	0	0	0	1	0	20	11	225	49
SUBTOTAL	340	177	23	57	7	0	1	1	1	0	32	58	308	119
GS-13	177	40	9	10	3	0	1	0	1	0	14	10	[illegible]	30
GS-14	132	31	7	1	1	1	1	0	2	0	11	2	[illegible]	29
GS-15	137	15	3	2	0	0	0	0	0	0	3	2	[illegible]	13
SUBTOTAL	446	86	19	13	4	1	2	0	3	0	28	14	418	72
GS-16	38	3	0	0	0	0	0	0	0	0	0	0	38	3
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	36	3	0	0	0	0	0	0	0	0	0	0	36	3
SES	37	5	3	0	0	0	0	0	1	0	4	0	33	5
TOTAL	984	760	119	386	12	11	5	3	5	0	141	370	843	390

Interstate Commerce Commission
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	2	4	0	4	0	0	0	0	0	0	0	4	2	0
GS-4	20	85	13	39	0	2	0	0	0	0	13	41	7	14
SUBTOTAL	22	89	13	43	0	2	0	0	0	0	13	45	9	14
GS-5	32	91	22	60	1	2	0	1	0	0	23	63	9	28
GS-6	16	63	11	42	0	0	1	0	0	0	12	42	4	21
GS-7	10	73	6	47	0	4	0	0	0	0	6	51	4	22
GS-8	2	22	1	5	0	1	0	0	0	0	1	6	1	16
SUBTOTAL	60	249	40	154	1	7	1	1	0	0	42	162	18	87
GS-9	10	32	1	11	0	0	0	0	0	0	1	11	9	21
GS-10	7	2	1	2	0	0	0	0	0	0	1	2	6	0
GS-11	37	54	4	28	0	0	0	0	0	0	4	28	33	26
GS-12	177	40	13	9	4	0	0	0	1	0	18	9	159	31
SUBTOTAL	231	128	19	50	4	0	0	0	1	0	24	50	207	78
GS-13	128	28	9	9	1	0	0	0	1	0	11	9	117	19
GS-14	110	24	7	1	1	1	1	0	2	0	11	2	99	22
GS-15	102	10	3	0	0	0	0	0	0	0	3	0	99	10
SUBTOTAL	340	62	19	10	2	1	1	0	3	0	25	11	315	51
GS-16	11	0	0	0	0	0	0	0	0	0	0	0	11	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	12	0	0	0	0	0	0	0	0	0	0	0	12	0
323	29	4	3	0	0	0	0	0	1	0	4	0	25	4
TOTAL	694	532	94	257	7	10	2	1	5	0	108	268	586	234

142

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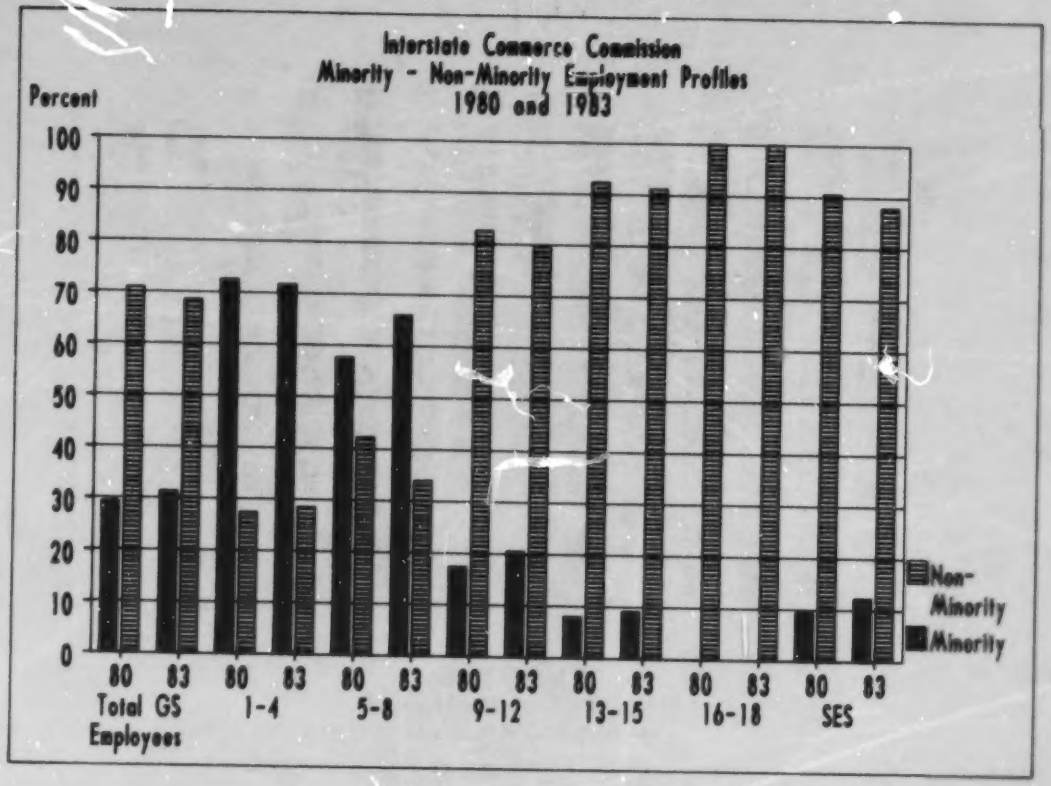
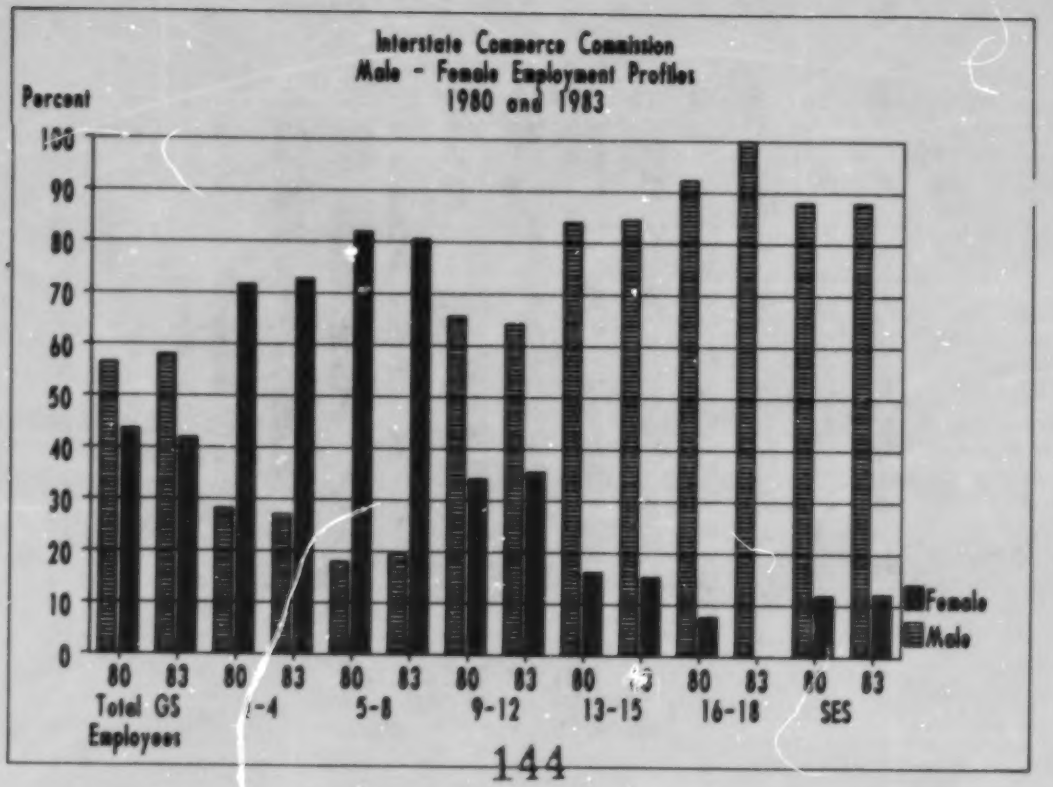

Interstate Commerce Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

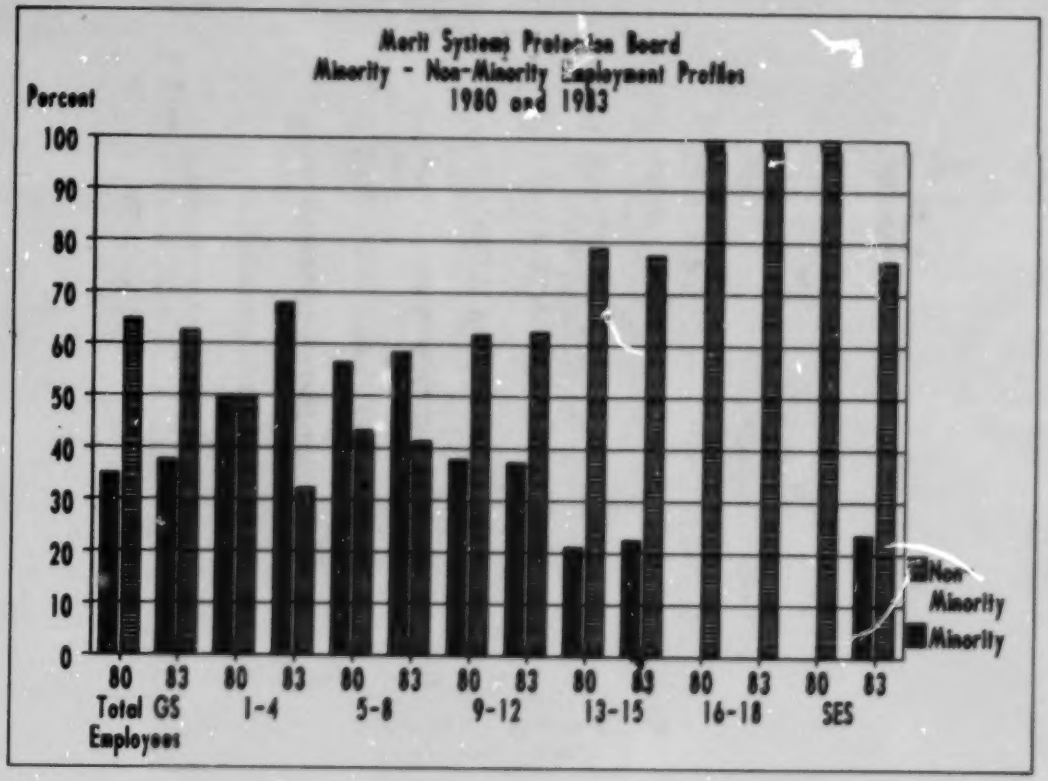

Interstate Commerce Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

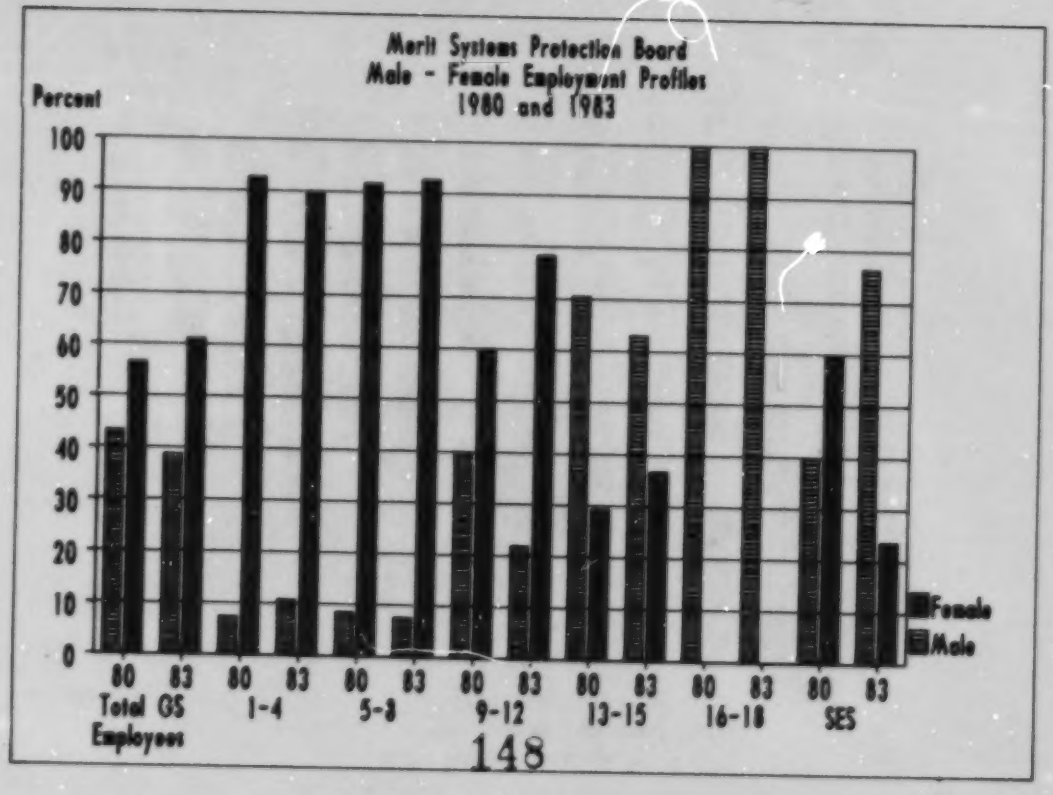
Merit Systems Protection Board
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-2	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-3	1	5	1	1	0	0	0	0	0	0	1	1	0	4
GS-4	1	30	0	15	0	0	0	0	0	0	0	15	1	15
SUBTOTAL	3	37	2	18	0	0	0	0	0	0	2	18	1	19
GS-5	2	24	2	14	0	2	0	0	0	0	2	16	0	10
GS-6	1	19	0	9	0	1	0	0	0	0	0	10	1	9
GS-7	2	20	0	11	0	0	0	0	0	0	0	11	2	9
GS-8	2	11	0	8	0	0	0	0	0	0	0	8	2	3
SUBTOTAL	7	76	2	42	0	3	0	0	0	0	2	45	5	31
GS-9	1	10	1	6	0	0	0	0	0	0	1	6	0	4
GS-10	0	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-11	5	9	0	4	0	1	0	0	0	0	0	5	5	4
GS-12	14	16	2	5	0	0	0	0	0	0	2	5	12	5
SUBTOTAL	20	36	3	15	0	1	0	0	0	0	3	16	17	14
GS-13	48	29	8	8	0	1	0	0	0	0	8	9	37	20
GS-14	34	11	2	2	0	0	0	0	1	0	3	2	31	9
GS-15	38	9	7	1	4	0	0	0	1	0	12	1	26	8
SUBTOTAL	117	49	17	11	4	1	0	0	2	0	23	12	94	37
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SES	2	3	0	0	0	0	0	0	0	0	0	0	2	3
TOTAL	150	195	24	86	4	5	0	0	2	0	30	91	120	104

Merit Systems Protection Board
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-3	1	4	1	3	0	1	0	0	0	0	1	4	0	2
GS-4	2	17	1	10	0	1	0	0	0	0	1	11	1	4
SUBTOTAL	3	23	2	15	0	2	0	0	0	0	2	17	1	6
GS-5	3	30	1	14	0	1	0	1	0	1	1	17	2	13
GS-6	2	35	1	17	0	1	1	0	0	0	2	18	0	17
GS-7	2	22	1	14	0	0	0	1	0	0	1	15	1	7
GS-8	1	11	0	8	0	0	0	0	0	0	0	8	1	3
SUBTOTAL	8	98	3	53	0	2	1	2	0	1	4	58	4	40
GS-9	3	14	1	5	0	1	0	0	0	0	1	6	2	8
GS-10	0	5	0	3	0	0	0	0	0	0	0	3	0	2
GS-11	3	20	0	10	0	0	0	0	0	0	0	10	3	10
GS-12	8	11	1	3	0	0	0	0	0	0	1	3	7	8
SUBTOTAL	14	50	2	21	0	1	0	0	0	0	2	22	12	28
GS-13	24	23	5	7	1	3	0	2	0	0	6	12	18	11
GS-14	55	33	4	8	0	1	0	0	1	0	7	9	48	24
GS-15	36	11	3	2	2	0	0	0	0	0	5	2	31	9
SUBTOTAL	115	67	14	17	3	4	0	2	1	0	18	23	97	44
GS-16	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SES	13	4	1	1	1	0	0	0	1	0	3	1	10	3
TOTAL	155	244	22	107	4	9	1	4	2	1	29	121	126	123


Merit Systems Protection Board
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Merit Systems Protection Board
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

National Labor Relations Board
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-2	1	13	0	8	0	2	0	0	0	0	0	10	1	3
GS-3	7	62	5	29	1	0	1	0	0	0	7	29	0	33
GS-4	10	149	4	61	2	11	0	1	0	1	6	74	4	75
SUBTOTAL	18	226	9	100	3	13	1	1	0	1	13	115	5	111
GS-5	21	341	8	108	1	16	2	8	0	1	11	130	10	211
GS-6	11	214	4	84	2	11	1	5	0	1	7	101	4	113
GS-7	42	126	11	34	1	8	0	3	0	0	12	45	30	89
GS-8	3	37	1	17	0	0	0	2	0	0	1	19	2	18
SUBTOTAL	77	716	24	250	4	35	3	18	0	2	31	315	46	401
GS-9	117	107	17	23	9	8	1	0	0	0	27	31	90	76
GS-10	2	17	1	5	0	1	0	1	0	0	1	7	1	10
GS-11	92	85	13	15	7	2	2	1	0	0	22	18	70	67
GS-12	124	84	19	14	10	5	0	1	0	0	29	22	95	62
SUBTOTAL	338	293	50	57	26	16	3	3	0	0	79	78	256	215
GS-13	332	126	29	21	15	7	5	3	0	0	49	31	283	95
GS-14	336	53	14	6	9	2	0	1	0	0	23	9	313	44
GS-15	111	13	4	1	0	0	0	0	0	0	4	1	107	12
SUBTOTAL	779	192	47	28	24	9	5	4	0	0	76	41	703	151
GS-16	101	9	2	1	0	0	0	0	0	0	2	1	99	8
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	102	9	2	1	0	0	0	0	0	0	2	1	100	8
SES	51	2	4	0	0	0	0	0	0	0	4	0	47	2
TOTAL	1362	1438	136	448	57	73	12	26	0	3	205	550	1157	888

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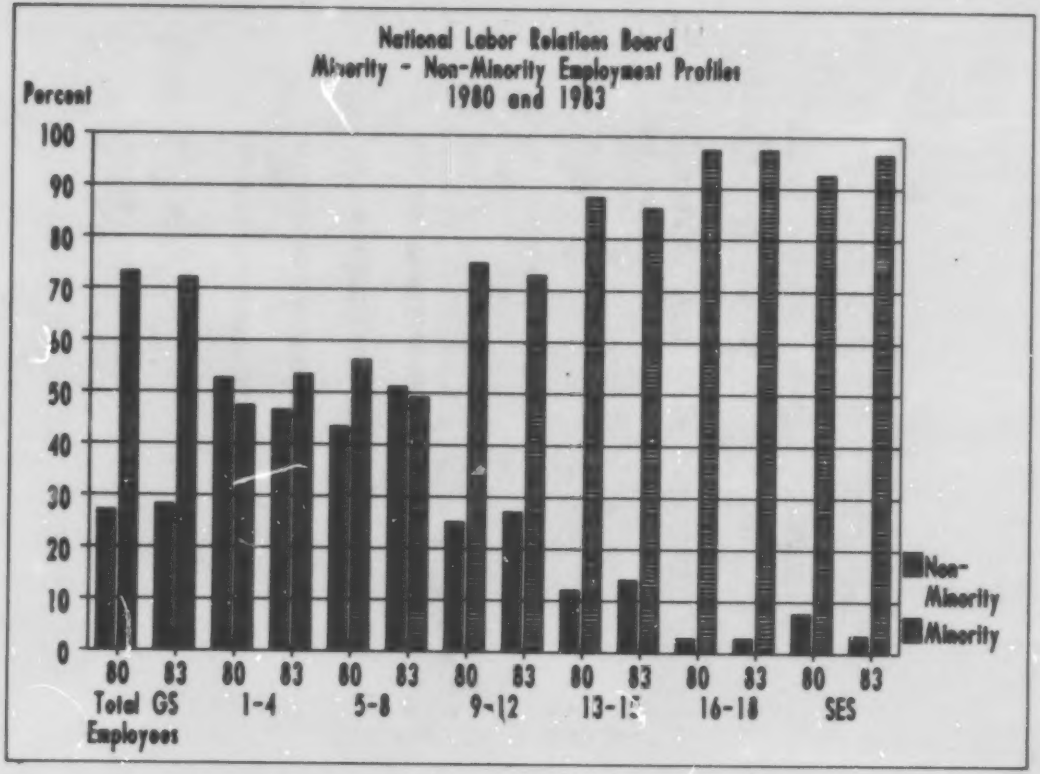
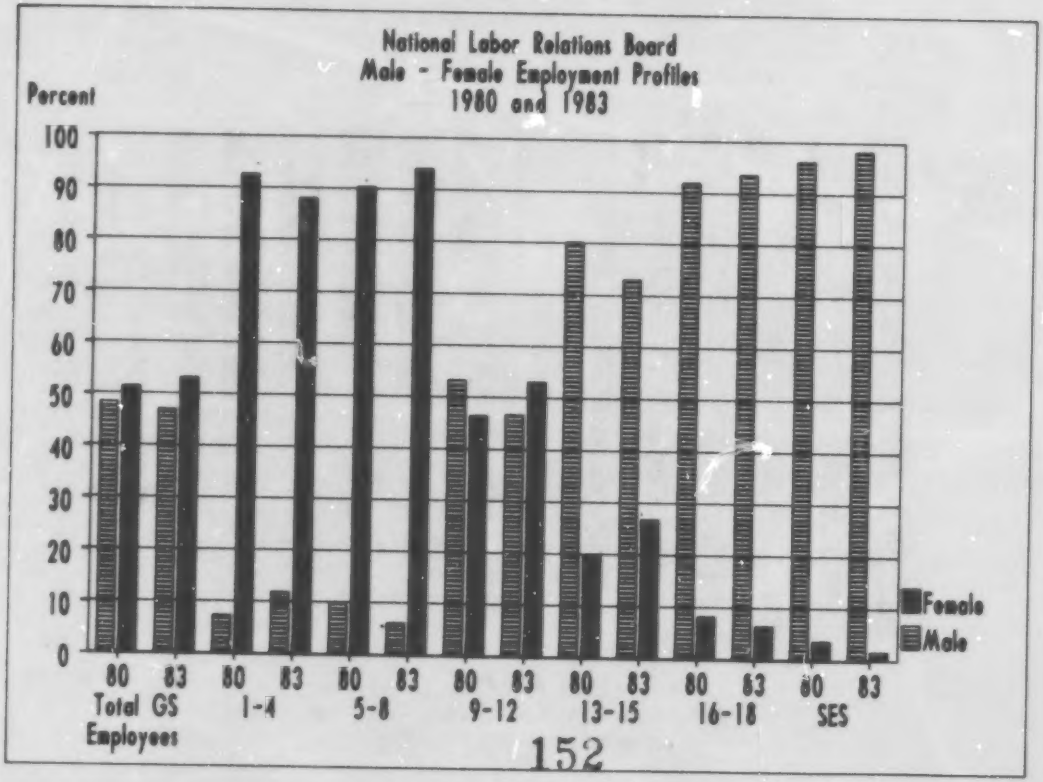
National Labor Relations Board
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	3	10	2	4	0	0	0	0	0	0	2	4	1	4
GS-3	10	63	4	24	0	5	1	1	0	1	5	31	5	32
GS-4	10	97	1	35	0	8	0	2	0	0	1	45	9	52
SUBTOTAL	23	170	7	63	0	13	1	3	0	1	8	82	15	88
GS-5	13	264	6	104	2	16	1	4	0	1	9	125	4	139
GS-6	13	232	8	101	1	12	0	8	0	1	9	122	4	110
GS-7	13	137	5	55	2	11	1	3	0	1	8	70	5	67
GS-8	5	44	4	20	0	0	0	1	0	0	4	21	1	23
SUBTOTAL	44	677	23	280	5	39	2	16	0	3	30	338	14	339
GS-9	84	74	12	15	5	4	0	0	0	0	17	19	39	55
GS-10	3	22	1	5	0	1	0	0	0	0	1	6	2	16
GS-11	35	58	6	10	3	2	1	2	0	0	10	14	25	44
GS-12	133	103	16	26	11	7	3	1	0	0	30	34	103	69
SUBTOTAL	227	257	35	56	19	14	4	3	0	0	58	73	169	184
GS-13	341	188	34	25	21	12	5	2	0	0	60	39	281	149
GS-14	328	87	18	11	8	7	2	1	0	0	28	19	300	68
GS-15	119	14	3	1	0	0	0	0	0	0	3	1	116	13
SUBTOTAL	788	289	55	37	29	19	7	3	0	0	91	59	697	230
GS-16	101	7	2	1	0	0	0	0	0	0	2	1	99	6
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	102	7	2	1	0	0	0	0	0	0	2	1	100	6
SES	57	1	2	0	0	0	0	0	0	0	2	0	55	1
TOTAL	1241	1401	124	439	53	85	14	25	0	4	191	553	1050	848

* for agencies with GM series, these values are added into the GS series


National Labor Relations Board
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

147


National Labor Relations Board
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

National Science Foundation
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	2	0	1	0	0	0	0	0	0	0	1	0	1
GS-3	3	12	3	6	0	0	0	0	0	0	3	6	0	6
GS-4	10	38	3	14	0	0	0	0	0	0	3	14	7	24
SUBTOTAL	13	52	6	21	0	0	0	0	0	0	6	21	7	31
GS-5	7	79	4	35	0	3	0	1	0	0	4	38	3	41
GS-6	9	131	3	57	0	2	0	2	0	0	3	61	6	70
GS-7	7	95	3	42	0	1	0	1	0	0	3	44	4	51
GS-8	1	54	1	17	0	0	0	0	0	0	1	17	0	37
SUBTOTAL	24	359	11	151	0	5	0	4	0	0	11	160	13	199
GS-9	12	61	4	22	1	0	0	0	0	0	5	22	7	39
GS-10	0	9	0	0	0	0	0	0	0	0	0	0	0	9
GS-11	13	41	2	12	0	0	1	0	0	0	3	12	10	29
GS-12	24	27	8	7	0	2	0	0	0	0	8	9	16	18
SUBTOTAL	49	138	14	41	1	2	1	0	0	0	16	43	33	95
GS-13	50	28	2	3	1	0	0	1	0	0	3	4	47	24
GS-14	115	35	9	3	1	0	2	1	0	0	12	4	103	31
GS-15	216	12	6	2	2	0	4	0	0	0	14	2	202	10
SUBTOTAL	381	75	19	8	4	0	6	2	0	0	29	10	352	65
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	116	8	2	0	0	0	2	0	0	0	4	0	112	8
TOTAL	583	632	52	221	5	7	9	6	0	0	66	234	517	398

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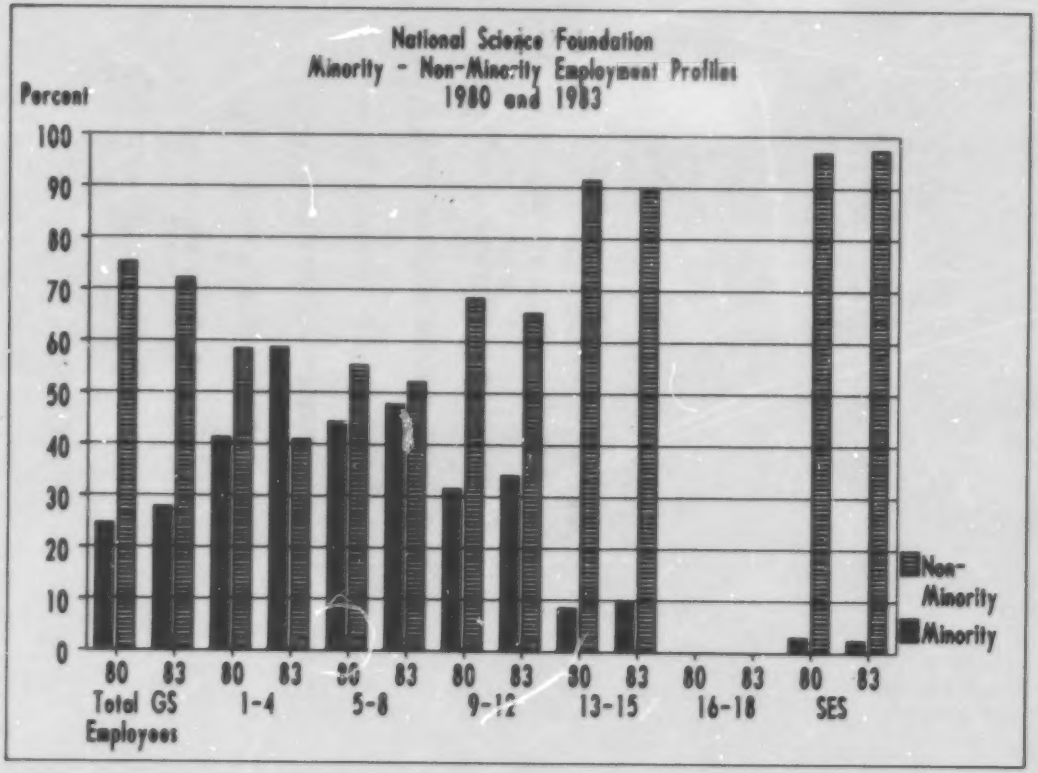
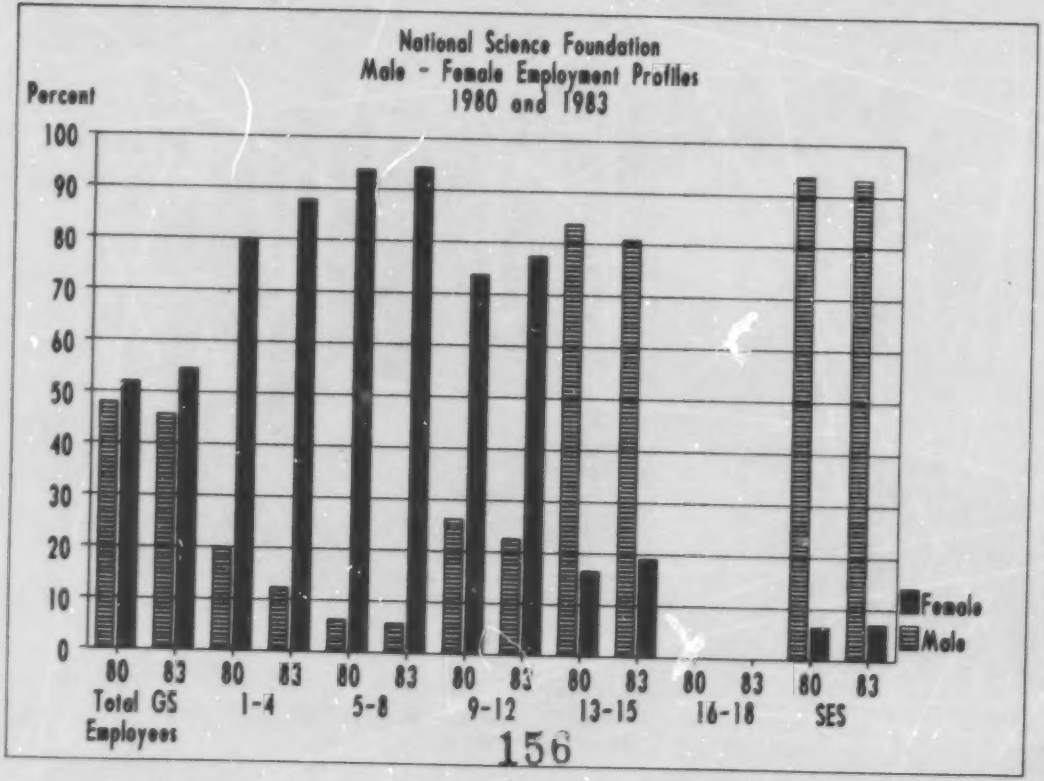
National Science Foundation
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	2	1	2	0	0	0	0	0	0	1	2	0	0
GS-3	2	21	2	7	0	0	0	1	0	1	2	9	0	12
GS-4	6	41	4	23	0	1	0	0	0	1	4	25	2	16
SUBTOTAL	9	64	7	32	0	1	0	1	0	2	7	36	2	28
GS-5	7	45	5	19	0	0	0	0	0	0	5	19	2	26
GS-6	4	127	1	64	0	1	0	1	0	0	1	66	3	61
GS-7	8	100	2	50	0	2	0	2	0	0	2	54	6	46
GS-8	1	55	1	18	0	0	0	0	0	0	1	18	0	37
SUBTOTAL	20	327	9	151	0	3	0	3	0	0	9	157	11	170
GS-9	9	51	3	20	0	1	0	0	0	0	3	21	6	30
GS-10	0	7	0	0	0	0	0	0	0	0	0	0	0	7
GS-11	3	48	3	13	0	0	1	0	0	0	4	13	5	27
GS-12	20	33	6	9	0	2	0	0	0	0	6	11	14	22
SUBTOTAL	38	131	12	42	0	3	1	0	0	0	13	45	25	86
GS-13	43	25	2	4	1	0	2	0	0	0	5	4	38	21
GS-14	92	38	8	3	0	0	2	0	0	0	10	3	82	35
GS-15	202	17	8	2	1	0	8	0	1	0	18	2	184	15
SUBTOTAL	337	80	18	9	2	0	12	0	1	0	33	9	304	71
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	106	8	1	0	1	0	1	0	0	0	3	0	103	8
TOTAL	510	610	47	234	3	7	14	4	1	2	65	247	445	363


National Science Foundation
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


National Science Foundation
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Nuclear Regulatory Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	2	1	1	0	0	0	0	0	0	1	1	0	1
GS-2	4	14	1	4	0	1	0	1	0	0	1	6	3	8
GS-3	2	25	0	8	1	0	0	0	0	0	1	8	1	17
GS-4	16	71	2	17	1	0	0	1	0	0	3	18	13	53
SUBTOTAL	23	112	4	30	2	1	0	2	0	0	6	33	17	79
GS-5	37	132	11	35	1	1	0	0	0	0	12	36	25	96
GS-6	19	160	8	37	0	2	0	1	0	0	8	40	11	140
GS-7	32	151	4	32	0	1	0	2	0	0	4	35	28	116
GS-8	7	48	3	11	0	0	0	0	0	0	3	11	4	37
SUBTOTAL	95	531	26	115	1	4	0	3	0	0	27	122	68	409
GS-9	40	95	5	19	0	1	2	0	0	0	7	20	33	75
GS-10	2	11	0	1	0	0	0	0	0	0	0	1	2	10
GS-11	61	70	8	12	1	0	1	4	0	0	10	16	51	54
GS-12	157	62	7	8	5	0	6	2	0	0	18	10	139	52
SUBTOTAL	260	238	20	40	6	1	9	6	0	0	35	47	225	191
GS-13	341	46	18	7	5	2	11	2	0	0	34	11	307	35
GS-14	448	25	19	4	9	0	37	0	1	0	66	4	382	21
GS-15	548	11	12	0	5	0	10	0	0	0	27	0	521	11
SUBTOTAL	1337	82	49	11	19	2	58	2	1	0	127	15	1410	67
GS-16	17	1	0	0	0	0	1	0	0	0	1	0	16	1
GS-17	2	1	0	0	0	0	0	0	0	0	0	0	2	1
GS-18	1	0	0	0	0	0	1	0	0	0	1	0	0	0
SUBTOTAL	20	2	0	0	0	0	2	0	0	0	2	0	18	2
SES	190	2	1	0	0	0	1	0	0	0	2	0	188	2
TOTAL	2125	967	100	196	28	8	70	13	1	0	199	217	1926	750

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Nuclear Regulatory Commission
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	5	0	4	0	0	0	0	0	0	0	4	0	1
GS-2	0	12	0	3	0	0	0	0	0	0	0	3	0	9
GS-3	2	8	1	4	0	0	0	0	0	0	1	4	1	4
GS-4	9	31	1	9	1	0	0	3	0	1	2	13	7	18
SUBTOTAL	11	56	2	20	1	0	0	3	0	1	3	24	8	32
GS-5	26	105	2	25	1	2	0	0	0	0	3	30	23	75
GS-6	16	213	0	50	1	2	0	2	0	0	9	54	7	159
GS-7	20	137	6	27	0	1	0	3	0	0	6	31	14	106
GS-8	11	93	4	14	0	0	0	0	0	0	4	14	7	79
SUBTOTAL	73	548	20	119	2	3	0	5	0	0	22	129	51	419
GS-9	25	102	2	23	1	0	0	0	0	0	3	23	22	79
GS-10	5	25	0	5	0	0	0	0	0	0	0	5	5	20
GS-11	50	71	4	18	0	1	1	0	0	0	7	19	43	52
GS-12	85	73	10	11	0	1	3	4	0	0	13	16	72	57
SUBTOTAL	165	271	16	57	1	2	4	4	0	0	23	63	142	208
GS-13	343	101	20	10	6	0	9	4	2	1	37	15	306	86
GS-14	790	51	25	5	10	1	71	3	0	1	106	10	684	41
GS-15	630	18	12	2	8	1	16	0	2	0	38	3	592	15
SUBTOTAL	1763	170	57	17	24	2	96	7	4	2	181	28	1582	142
GS-16	29	1	0	0	0	0	1	0	0	0	1	0	28	1
GS-17	6	2	0	0	0	0	0	0	0	0	0	0	6	2
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	36	3	0	0	0	0	1	0	0	0	1	0	35	3
SES	195	4	5	0	0	0	4	0	1	0	8	0	187	4
TOTAL	2243	1082	100	213	28	9	105	19	5	3	238	244	2005	838

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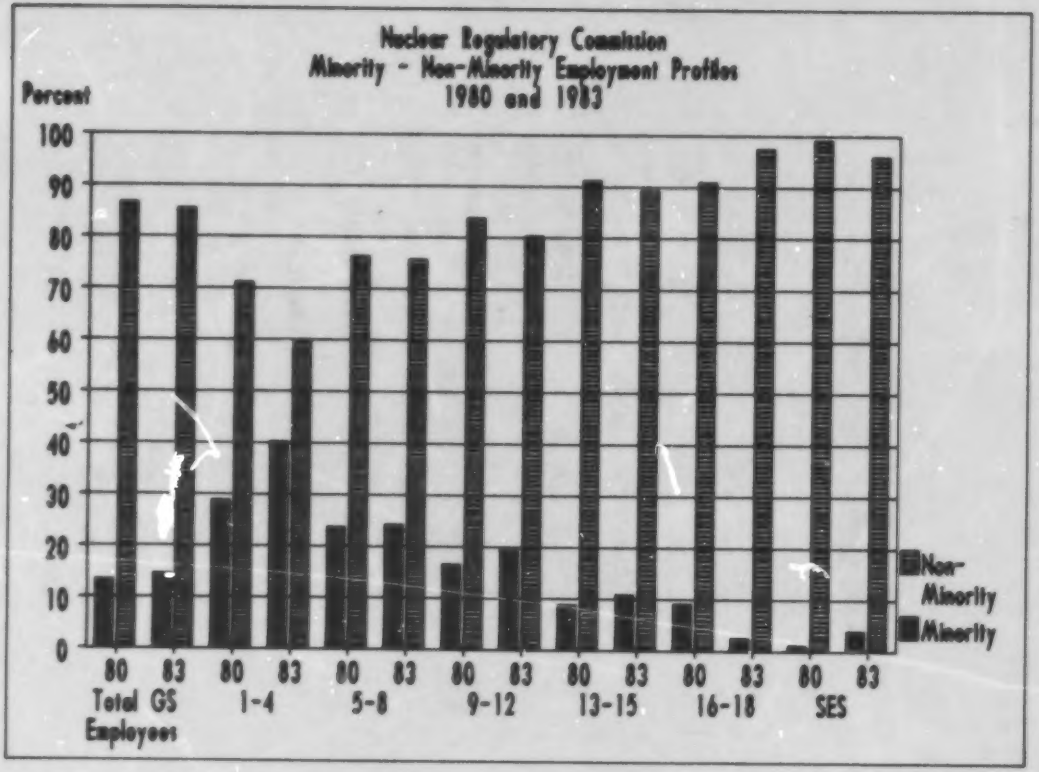
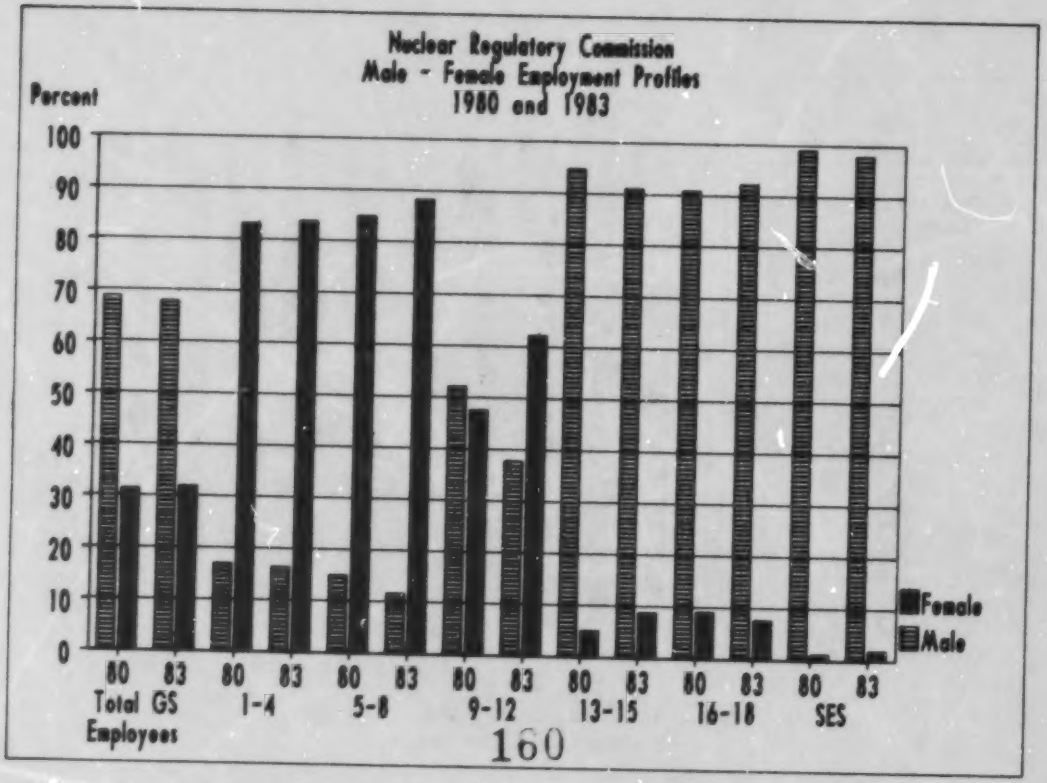

Nuclear Regulatory Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Nuclear Regulatory Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

Office of Management & Budget
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	0	1	0	1	0	0	0	0	0	0	0	1	0	0
SUBTOTAL	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-5	0	8	0	4	0	0	0	0	0	0	0	4	0	2
GS-6	1	14	0	7	1	1	0	0	0	0	1	8	0	6
GS-7	0	42	0	24	0	0	0	0	0	0	0	26	0	16
GS-8	0	55	0	24	0	0	0	1	0	0	0	25	0	30
SUBTOTAL	1	119	0	63	1	1	0	1	0	0	1	65	0	54
GS-9	5	35	0	14	0	0	0	0	0	0	0	14	5	21
GS-10	0	11	0	3	0	0	0	0	0	0	0	3	0	8
GS-11	11	18	2	3	0	0	0	1	0	0	2	4	9	14
GS-12	14	17	2	5	0	0	0	0	0	0	2	5	12	12
SUBTOTAL	30	81	4	25	0	0	0	1	0	0	4	26	26	55
GS-13	25	15	4	5	0	0	0	0	0	0	4	5	21	10
GS-14	58	10	3	1	1	0	1	0	0	0	5	1	53	9
GS-15	115	17	7	4	1	0	0	1	0	0	8	5	107	12
SUBTOTAL	198	42	14	10	2	0	1	1	0	0	19	11	179	31
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	81	10	4	1	0	0	0	0	0	0	4	1	77	9
TOTAL	310	253	24	100	3	1	1	3	0	0	28	104	282	149

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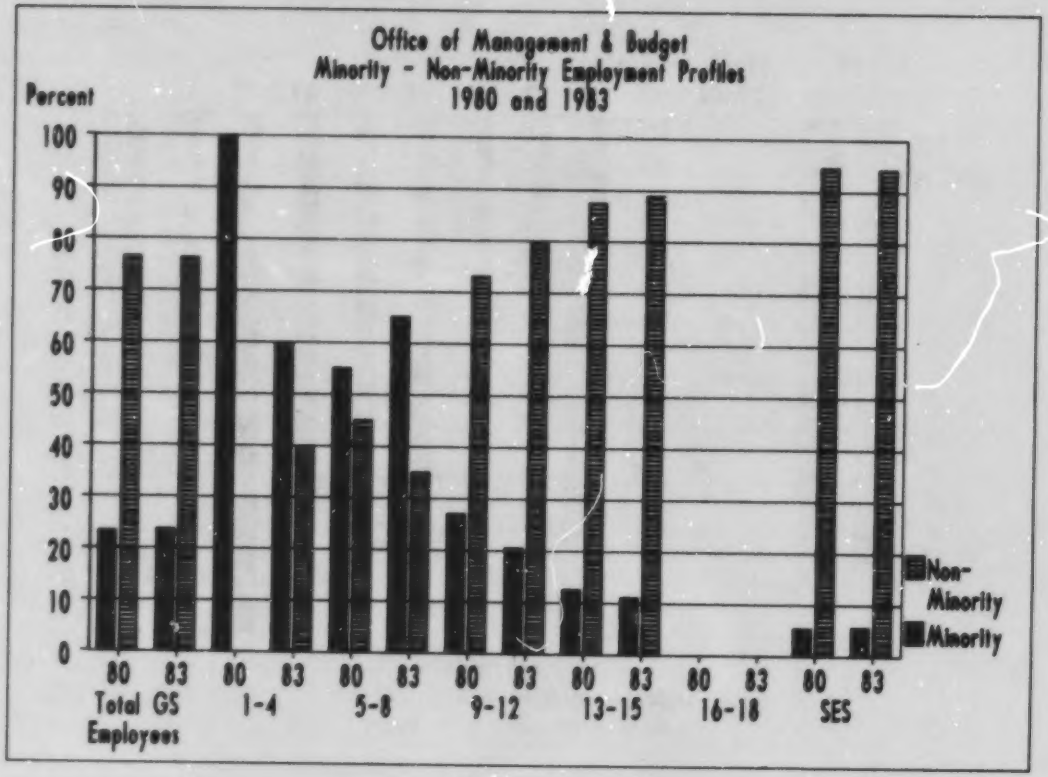
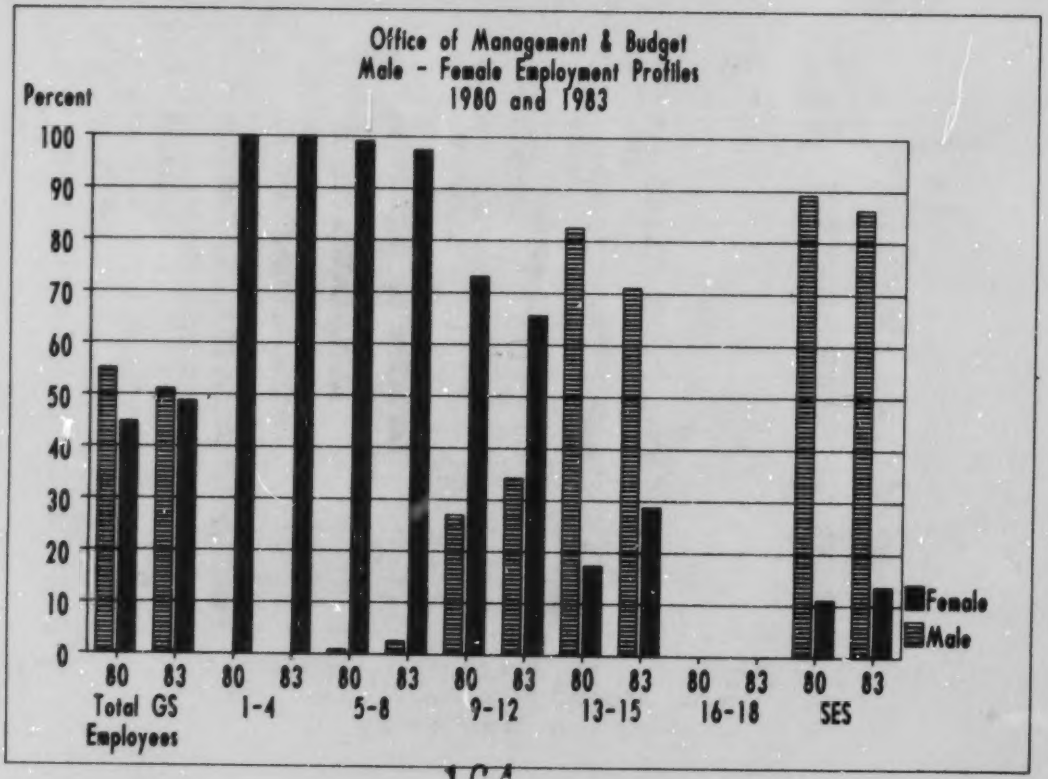
Office of Management & Budget
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	2	0	0	0	0	0	0	0	0	0	0	0	2
GS-4	0	3	0	3	0	0	0	0	0	0	0	3	0	0
SUBTOTAL	0	5	0	3	0	0	0	0	0	0	0	3	0	2
GS-5	0	7	0	7	0	0	0	0	0	0	0	7	0	0
GS-6	1	16	0	12	1	0	0	0	0	0	1	12	0	4
GS-7	1	35	0	25	0	2	0	1	0	0	0	28	1	7
GS-8	1	84	2	26	1	0	0	1	0	0	1	27	0	27
SUBTOTAL	3	114	0	70	2	2	0	2	0	0	2	74	1	40
GS-9	11	32	1	13	2	0	0	0	0	0	3	13	8	19
GS-10	0	13	0	1	0	0	0	0	0	0	0	1	0	12
GS-11	10	18	1	4	0	0	0	1	0	0	1	5	9	13
GS-12	19	14	0	0	0	0	1	0	0	0	1	0	18	14
SUBTOTAL	40	77	2	18	2	0	1	1	0	0	5	19	35	58
GS-13	29	29	3	6	0	0	0	1	0	0	3	7	25	22
GS-14	43	20	4	2	0	0	0	0	0	0	4	2	39	18
GS-15	102	21	5	2	1	1	1	1	0	0	7	4	95	17
SUBTOTAL	173	70	12	10	1	1	1	2	0	0	14	13	159	57
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	78	12	3	1	1	0	0	0	0	0	4	1	71	11
TOTAL	291	278	17	102	6	3	2	5	0	0	25	110	266	168


Office of Management & Budget
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Office of Management & Budget
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

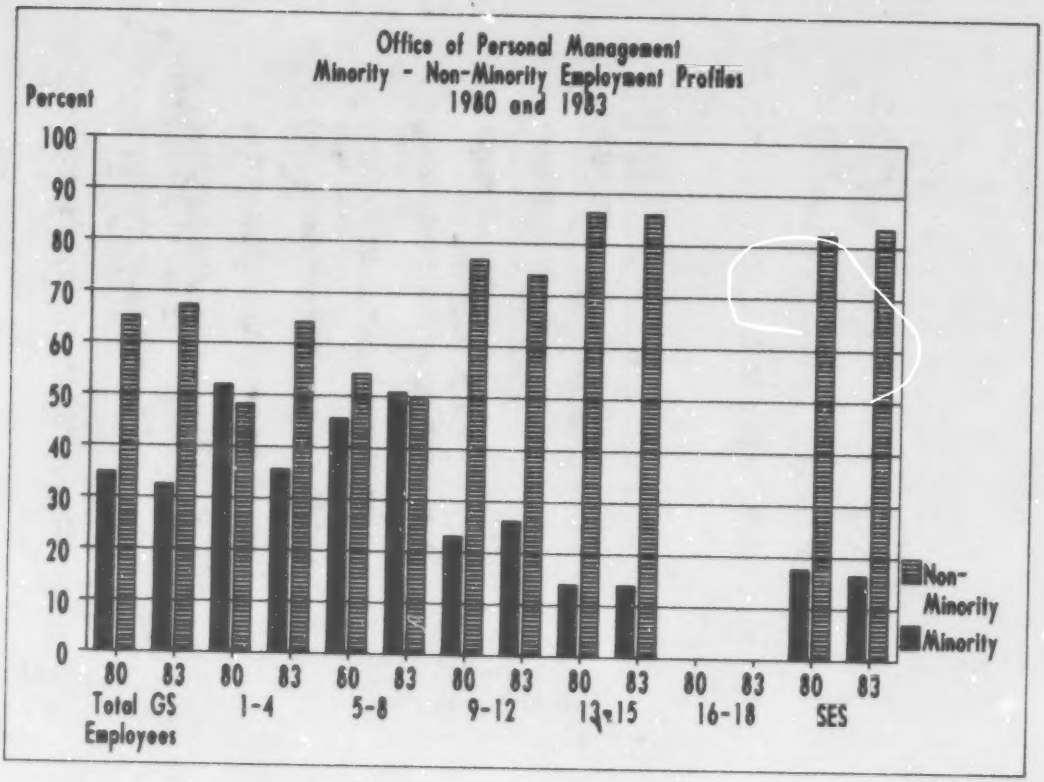
Office of Personnel Management
(1980 EMPLOYMENT PROFILE)

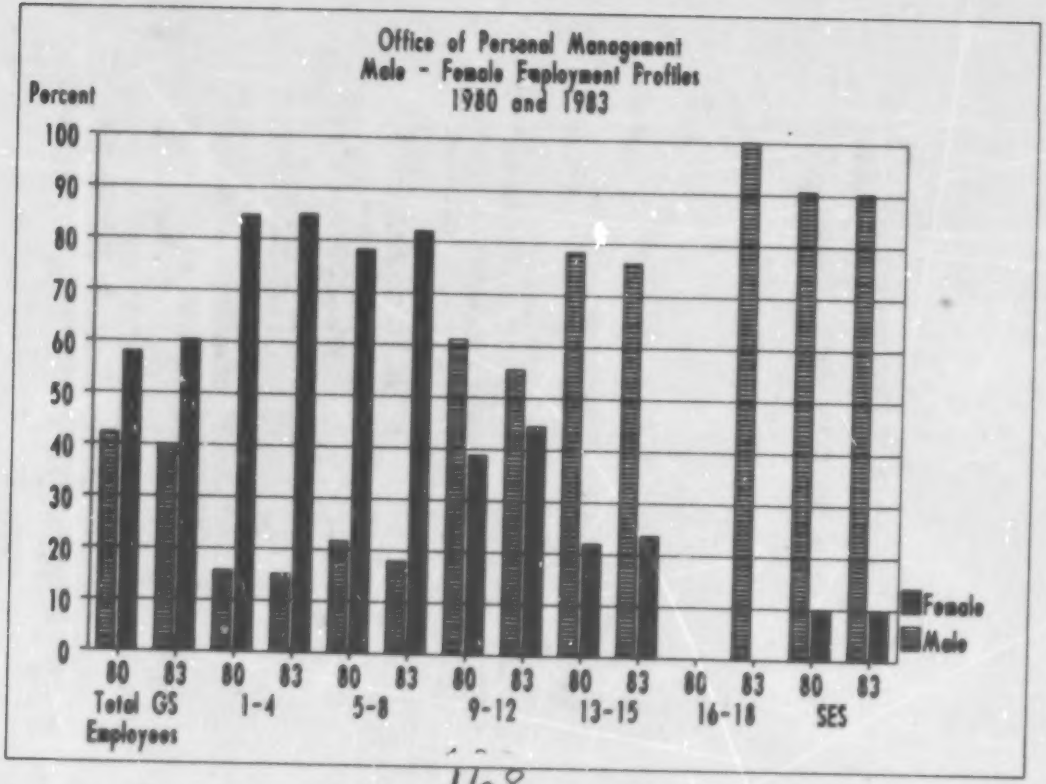
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	8	0	5	0	1	0	0	0	0	0	6	0	2
GS-2	20	81	14	51	0	9	0	3	0	0	14	63	6	18
GS-3	98	443	34	183	5	37	6	9	0	2	45	201	53	242
GS-4	115	751	60	332	8	35	2	6	2	3	72	376	43	355
SUBTOTAL	233	1263	108	561	13	82	8	18	2	5	131	646	102	617
GS-5	208	831	67	369	9	35	0	13	0	0	76	417	132	414
GS-6	45	293	14	121	1	8	0	7	0	1	15	137	30	156
GS-7	160	360	43	155	8	4	2	5	1	[illegible]	54	165	106	195
GS-8	11	42	4	21	0	0	1	0	0	0	5	21	6	21
SUBTOTAL	424	1526	128	666	18	47	3	25	1	2	150	740	274	786
GS-9	149	188	22	61	9	14	1	1	0	0	32	76	117	112
GS-10	4	3	2	2	0	0	0	0	0	0	2	2	2	1
GS-11	333	220	38	61	8	8	3	5	1	1	50	75	283	145
GS-12	513	[illegible]	51	50	23	7	3	5	3	0	80	62	433	160
SUBTOTAL	999	633	113	174	40	29	7	11	4	1	164	215	835	418
GS-13	5[illegible]	170	42	38	12	4	4	4	2	0	60	46	454	124
GS-14	292	82	27	9	7	2	2	1	0	0	36	12	256	70
GS-15	171	22	11	0	5	1	1	0	1	0	18	1	153	21
SUBTOTAL	977	274	80	47	24	7	7	5	3	0	114	59	863	215
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	66	7	8	1	3	0	1	0	0	0	12	1	54	6
TOTAL	2699	3703	437	1429	98	165	26	59	10	8	571	1661	2128	2042

Office of Personnel Management
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	4	0	3	0	0	0	0	0	0	0	3	0	1
GS-2	18	84	6	37	0	1	0	0	0	0	6	38	12	46
GS-3	69	418	23	99	3	17	1	9	0	1	27	126	42	292
GS-4	116	629	38	281	7	19	4	6	2	0	51	226	65	403
SUBTOTAL	203	1135	67	340	10	37	5	15	2	1	84	393	119	742
GS-5	124	557	45	261	11	24	1	12	0	0	57	297	67	260
GS-6	38	258	17	129	3	5	0	3	0	0	20	137	18	121
GS-7	91	364	30	175	2	5	2	1	0	1	34	182	57	182
GS-8	12	33	5	16	1	0	0	0	0	0	6	16	6	17
SUBTOTAL	265	1212	97	581	17	34	3	16	0	1	117	632	148	580
GS-9	74	147	13	59	3	4	0	2	1	0	17	65	57	82
GS-10	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-11	308	304	40	103	11	14	2	2	0	0	53	119	255	185
GS-12	412	190	40	46	20	2	5	7	2	1	67	56	345	134
SUBTOTAL	798	642	93	208	34	20	7	11	3	1	137	240	661	402
*GS-13	470	184	44	38	11	4	2	2	2	1	59	45	411	141
*GS-14	240	52	25	4	6	2	0	1	0	0	31	7	209	45
*GS-15	121	21	8	0	2	1	0	0	0	0	10	1	111	20
SUBTOTAL	831	259	77	42	19	7	2	3	2	1	100	53	731	206
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SES	55	6	6	0	3	0	1	0	0	0	10	0	45	6
TOTAL	2153	3254	340	1171	83	98	18	45	7	4	448	1318	1705	1936

* for agencies with GM series, these values are added into the GS series


Office of Personal Management
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 Total GS Employees
80 83 1-4
80 83 5-8
80 83 9-12
80 83 13-15
80 83 16-18
80 83 SES
Non-Minority
Minority

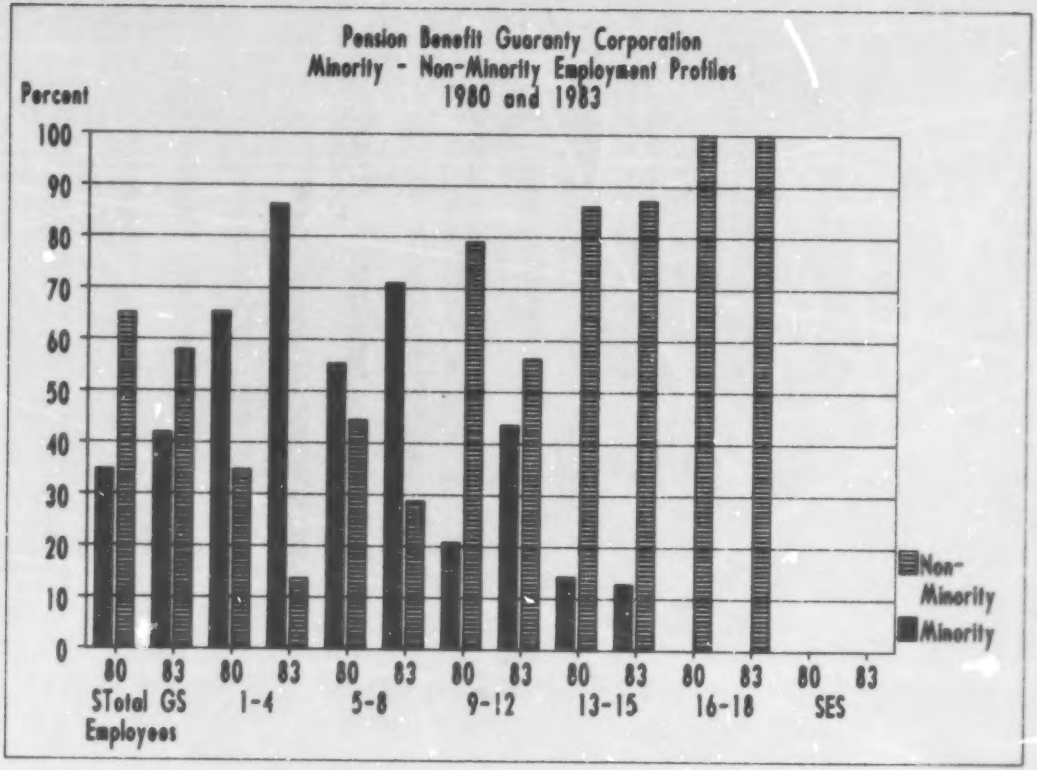

Office of Personal Management
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES

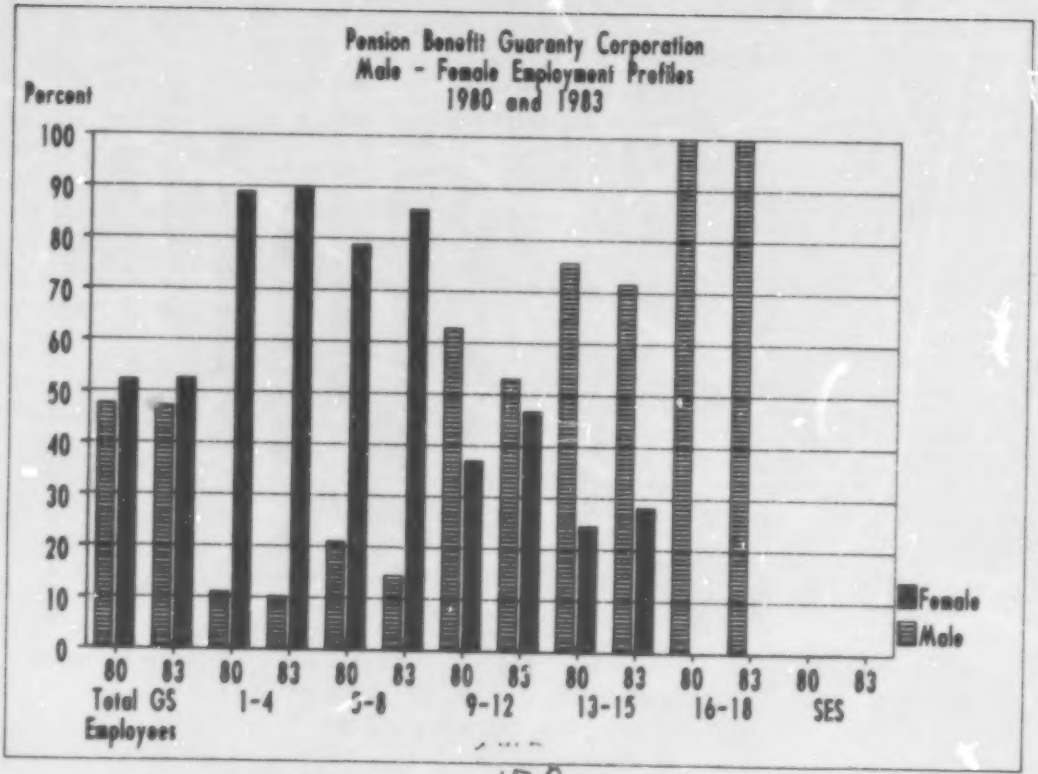
Pension Benefit Guaranty Corporation
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	1	1	1	0	0	0	0	0	0	1	1	0	0
GS-2	0	3	0	1	0	0	0	0	0	0	0	1	0	2
GS-3	3	32	3	19	0	0	0	0	0	0	3	19	0	13
GS-4	4	28	0	18	0	0	0	0	0	0	4	18	0	10
SUBTOTAL	8	64	8	39	0	0	0	0	0	0	8	39	0	25
GS-5	14	40	11	25	0	0	0	0	0	0	11	25	3	15
GS-6	2	32	2	15	0	0	0	0	0	0	2	15	0	17
GS-7	13	30	3	14	0	1	0	0	0	0	3	17	10	13
GS-8	0	6	0	3	0	0	0	0	0	0	0	3	0	3
SUBTOTAL	29	108	16	59	0	1	0	0	0	0	16	60	13	48
GS-9	15	15	2	7	0	0	0	0	0	0	2	7	13	8
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11	38	22	6	7	0	0	0	1	0	0	6	8	32	14
GS-12	40	18	5	3	0	0	0	0	0	0	5	3	35	15
SUBTOTAL	93	55	13	17	0	0	0	1	0	0	13	18	80	37
GS-13	38	17	5	3	0	0	0	0	0	0	5	3	33	14
GS-14	30	10	3	2	0	0	0	1	0	0	3	3	27	7
GS-15	28	4	1	1	1	0	1	0	0	0	3	1	25	3
SUBTOTAL	96	31	9	6	1	0	1	1	0	0	11	7	85	24
GS-16	7	0	0	0	0	0	0	0	0	0	0	0	7	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	0	0	0	0	0	0	0	0	0	0	0	9	0
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	235	258	46	121	1	1	1	2	0	0	48	124	187	134

Pension Benefit Guaranty Corporation
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	1	2	0	0	0	0	0	0	0	2	0	0	1
GS-3	0	8	0	7	0	0	0	0	0	0	0	7	0	1
GS-4	1	17	1	14	0	1	0	0	0	0	1	15	0	2
SUBTOTAL	3	26	3	21	0	1	0	0	0	0	3	22	0	4
GS-5	5	35	4	26	0	0	0	0	0	0	4	26	1	9
GS-6	4	26	4	17	0	0	0	0	0	0	4	17	0	9
GS-7	8	30	4	20	0	1	1	2	0	0	5	23	3	7
GS-8	0	10	0	4	0	1	0	0	0	0	0	5	0	5
SUBTOTAL	17	101	12	67	0	2	1	2	0	0	13	71	4	30
GS-9	8	13	4	4	0	0	0	0	0	0	4	4	4	9
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11	26	21	10	16	0	0	0	0	0	0	10	16	16	5
GS-12	32	24	5	15	0	0	0	0	0	0	5	15	27	9
SUBTOTAL	66	58	19	35	0	0	0	0	0	0	19	35	47	23
GS-13	50	26	4	5	0	0	2	1	0	0	6	6	44	20
GS-14	32	13	3	1	0	0	0	1	0	0	3	2	29	11
GS-15	30	5	0	1	1	0	1	0	0	0	2	1	28	4
SUBTOTAL	112	44	7	7	1	0	3	2	0	0	11	9	101	35
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	0	0	0	0	0	0	0	0	0	0	0	9	0
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	207	229	41	130	1	3	4	4	0	0	46	137	161	92


Pension Benefit Guaranty Corporation
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
STotal GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Pension Benefit Guaranty Corporation
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Postal Service
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GL-1	380	97	112	66	23	0	3	0	0	0	139	66	186	31
GL-2	2701	305	1180	304	178	16	67	8	4	0	1457	408	1264	95
GL-3	9671	11212	3198	667	457	114	176	47	34	68	3835	833	4836	10379
GL-4	53072	6807	13446	2816	1816	295	871	108	83	11	16886	4162	12186	2645
GL-5	343757	88414	46336	16390	14107	2697	6704	1711	880	273	67947	30871	256010	84843
SUBTOTAL	351725	108813	64480	31068	16681	3822	7821	1874	891	349	89245	36339	258480	67493
GL-6	85186	89936	18918	10128	2995	788	1697	633	181	29	17791	11818	37671	9421
GL-7	3487	239	871	80	116	16	68	4	2	1	1058	98	2819	146
GL-8	848	83	73	30	17	3	83	3	3	0	185	36	433	47
GL-9	1423	830	583	129	88	31	32	48	2	2	1.9	897	1083	623
GL-10	369	379	71	85	18	11	16	17	1	2	161	116	164	263
GL-11	3888	3766	272	376	45	81	41	85	30	60	486	600	2602	8166
SUBTOTAL	69913	39831	14488	10819	3286	869	1889	787	139	94	19761	12869	46176	18662
GL-12	60	67	14	21	1	1	1	2	0	0	16	24	39	43
GL-13	4388	4866	178	288	85	88	87	69	6	30	336	384	3976	3682
GL-14	2682	1962	880	339	68	28	61	36	1	5	677	406	1725	436
SUBTOTAL	6706	5196	730	618	169	79	119	88	9	35	1017	814	5729	4381
GL-15	19601	6140	3287	1036	667	75	287	67	30	14	4191	1170	18610	2970
GL-16	6853	770	981	385	218	18	127	19	10	2	1235	341	4780	449
GL-17	3399	601	622	170	100	16	99	6	6	1	831	189	2568	212
GL-18	6096	617	381	80	181	6	76	12	33	2	629	100	5375	517
GL-19	2882	223	348	77	77	3	81	17	3	1	506	98	1949	125
GL-20	3156	287	226	49	78	3	30	4	10	3	336	80	2782	157
GL-21	2168	186	102	36	46	0	67	11	6	0	245	48	1822	79
SUBTOTAL	42395	6882	5882	1760	1510	112	868	116	118	23	8107	1995	34286	4809
GL-22	1196	69	102	23	26	0	26	1	0	0	154	24	1040	45
GL-23	1601	48	120	11	27	0	44	2	3	0	198	13	1403	32
GL-24	978	21	68	4	13	0	37	1	2	0	117	5	870	16
GL-25	410	16	36	2	5	0	28	0	1	0	68	2	330	13
GL-26	284	12	23	0	4	1	8	3	0	0	37	4	217	8
GL-27	82	2	4	1	0	0	4	0	0	0	10	1	78	1
GL-28	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-29	3	0	0	0	0	0	0	0	0	0	0	0	3	0
SUBTOTAL	4554	166	380	41	77	1	161	7	0	0	576	49	3978	135
GL-30	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GL-31	1	0	0	0	0	0	0	0	0	0	0	0	1	0
PCES I	766	23	36	0	18	0	27	3	2	0	80	3	686	22
PCES II	32	1	1	0	1	0	1	0	0	0	3	0	29	1
SUBTOTAL	801	25	37	0	19	0	28	3	2	0	85	3	718	23
TOTAL	476130	149981	85927	44480	21469	5048	10868	2874	868	501	118767	51748	351363	92233

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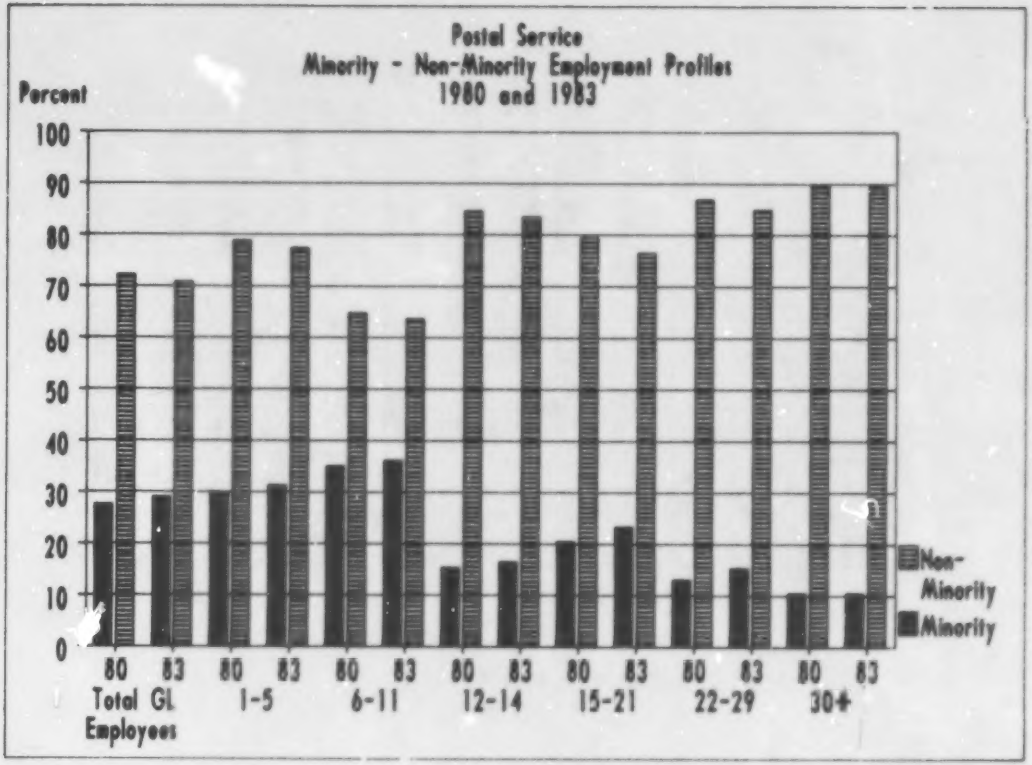
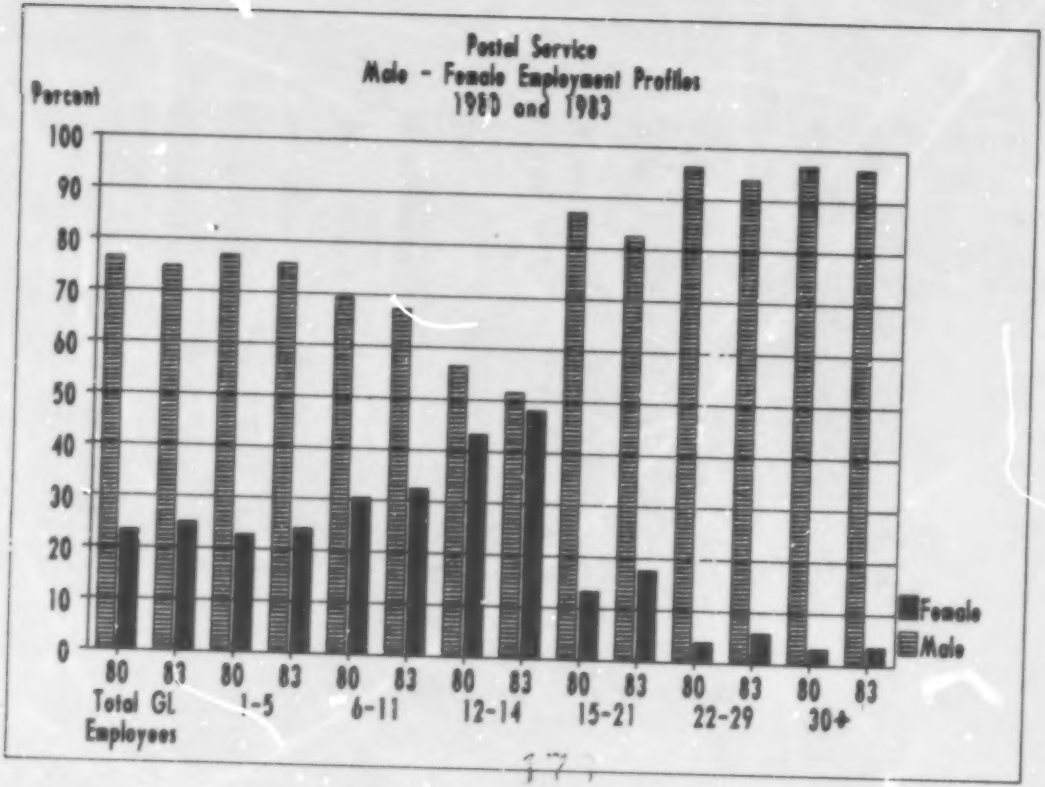
Postal Service
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GL-1	270	95	102	43	20	1	0	0	2	1	124	45	154	59
GL-2	2644	680	1175	331	161	9	67	6	3	1	1406	349	1248	331
GL-3	10881	8895	3190	610	817	98	175	30	29	49	3917	787	6164	7606
GL-4	26131	7923	12985	4102	1979	300	886	137	82	18	15600	4857	10531	3366
GL-5	292188	91709	46794	27775	16345	3316	6832	2116	665	342	69272	33567	222916	58142
SUBTOTAL	340134	108860	63100	32879	19320	3724	7360	2291	789	411	90519	39508	249068	69353
GL-6	88819	23948	13886	10088	3660	984	1998	988	181	43	18633	12810	57186	11138
GL-7	3443	966	688	168	123	12	76	10	2	1	1086	188	2389	116
GL-8	648	71	93	38	38	4	14	3	1	0	143	44	280	27
GL-9	1676	427	271	98	69	16	41	17	3	0	384	130	1292	299
GL-10	197	296	86	84	11	8	10	14	0	2	77	108	120	186
GL-11	2791	4879	287	842	82	122	21	66	31	64	441	796	2350	3688
SUBTOTAL	66619	31263	14535	11589	3783	1146	2160	1065	180	110	20764	14012	63888	17251
GL-12	27	38	11	24	1	2	2	1	0	1	14	22	13	16
GL-13	3838	4458	256	291	90	66	30	39	13	33	338	485	3497	4023
GL-14	2589	1188	261	482	96	35	31	32	7	5	677	476	1832	706
SUBTOTAL	6671	5686	757	711	189	99	63	72	20	39	1029	921	5342	4745
GL-15	19843	8896	3627	1660	659	138	346	39	82	29	4626	1843	14719	3721
GL-16	6829	1142	1011	455	257	21	86	24	15	2	1367	482	4713	660
GL-17	3438	886	734	270	147	18	79	13	2	1	962	302	2463	584
GL-18	6957	889	488	157	216	29	43	7	20	6	768	198	5304	649
GL-19	1985	516	382	120	79	7	26	11	4	3	475	141	1480	175
GL-20	3014	389	274	69	101	9	24	5	9	6	408	89	2606	280
GL-21	2045	194	213	38	66	1	33	4	9	0	323	60	1722	134
SUBTOTAL	46091	8970	6821	2769	1788	211	881	103	118	47	8915	3107	33197	8971
GL-22	1238	112	130	32	47	9	21	4	2	0	200	39	1038	73
GL-23	2822	125	388	31	65	1	31	0	4	0	396	32	1716	93
GL-24	1007	41	76	12	17	0	14	1	3	0	110	13	897	28
GL-25	467	22	29	4	10	0	10	2	1	0	50	6	417	16
GL-26	316	23	34	3	11	1	9	5	0	0	54	9	264	14
GL-27	85	2	2	1	2	0	1	1	0	0	5	2	78	0
GL-28	6	0	0	0	0	0	0	0	0	0	0	0	6	0
GL-29	3	0	0	0	0	0	0	0	0	0	0	0	3	0
SUBTOTAL	2134	388	467	84	180	2	86	13	10	0	733	101	4401	224
GL-30	5	1	0	0	0	0	0	0	0	0	0	0	5	1
GL-31	1	0	0	0	0	0	0	0	0	0	0	0	1	0
PCES I	720	54	38	1	13	0	3	2	4	0	79	3	680	52
PCES II	31	1	0	1	2	0	0	0	0	0	2	1	29	0
SUBTOTAL	765	39	38	2	15	0	3	2	4	0	60	4	685	35
TOTAL	488888	154806	85701	48111	24889	5196	10211	3548	1069	607	121528	57450	336988	97430


Postal Service
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GL Employees
1-5
6-11
12-14
15-21
22-29
30+
Non-Minority
Minority

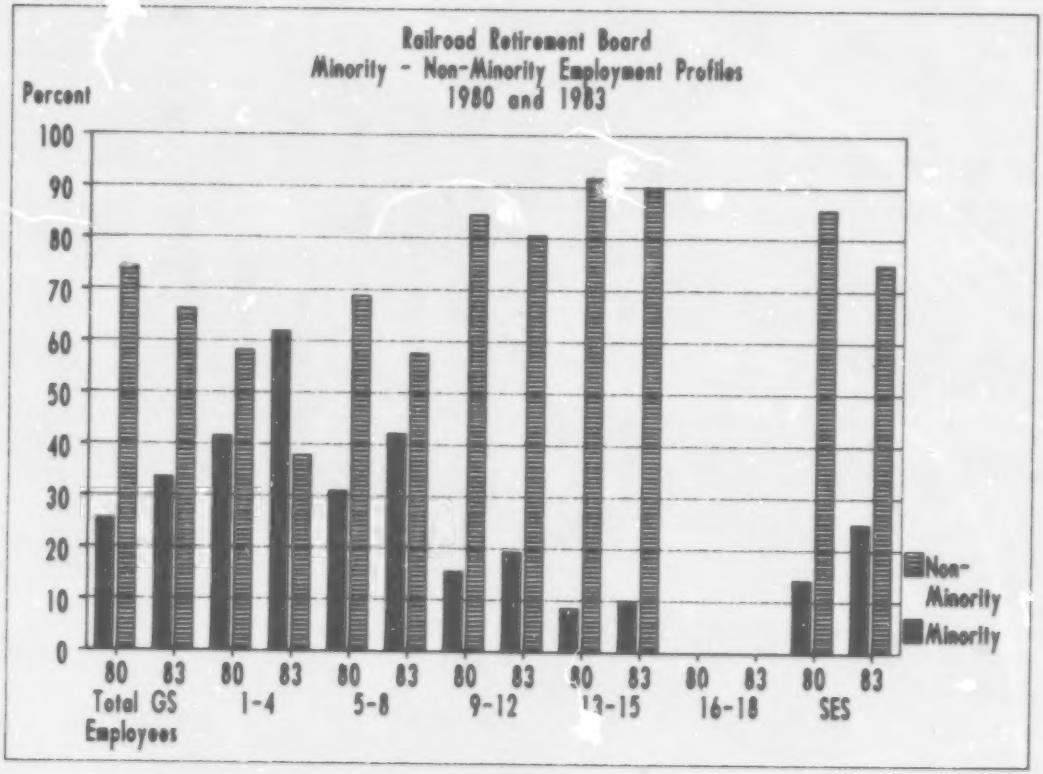

Postal Service
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GL Employees
1-5
6-11
12-14
15-21
22-29
30+
Female
Male

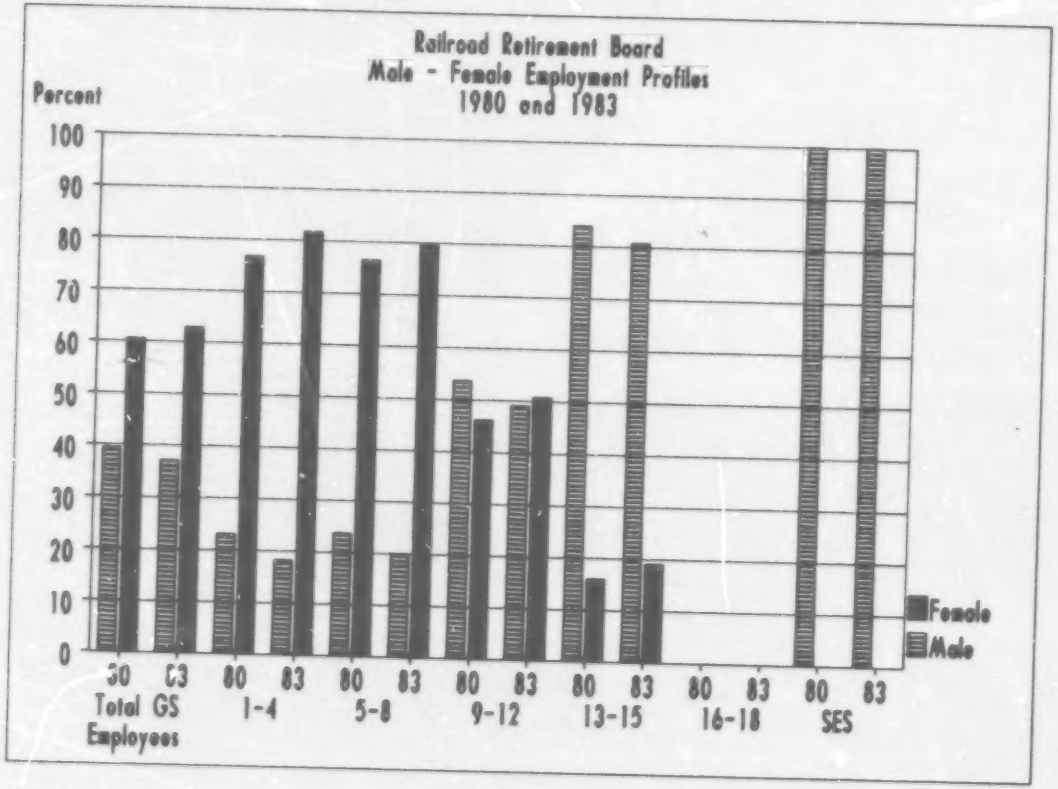
Railroad Retirement Board
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	14	16	8	7	0	0	0	0	0	0	8	7	6	9
GS-3	35	99	13	40	0	2	0	0	0	0	13	42	22	57
GS-4	30	148	7	66	0	6	0	0	0	0	7	66	23	82
SUBTOTAL	79	263	28	107	0	8	0	0	0	0	28	115	51	148
GS-5	43	170	10	65	3	4	0	0	1	0	14	69	29	101
GS-6	6	60	1	19	0	1	0	3	0	0	1	23	5	37
GS-7	68	158	8	46	0	2	0	1	0	0	8	49	60	109
GS-8	34	102	6	24	1	2	0	2	1	0	8	28	26	74
SUBTOTAL	151	490	25	154	4	9	0	6	2	0	31	169	120	321
GS-9	58	79	5	24	2	1	1	0	0	0	8	25	50	54
GS-10	105	105	8	18	0	1	0	0	0	1	9	20	96	85
GS-11	77	70	10	13	1	0	0	1	0	0	11	14	66	56
GS-12	122	57	7	11	0	0	0	0	0	0	7	11	115	46
SUBTOTAL	362	311	30	66	4	2	1	1	0	1	35	70	327	241
GS-13	49	18	4	2	0	0	1	0	0	0	5	2	44	16
GS-14	32	1	2	0	0	0	0	0	0	0	2	0	30	1
GS-15	29	2	2	0	0	0	0	0	0	0	2	0	27	2
SUBTOTAL	110	21	8	2	0	0	1	0	0	0	9	2	101	19
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	7	0	1	0	0	0	0	0	0	0	1	0	6	0
TOTAL	709	1085	92	329	8	19	2	7	2	1	104	356	605	729

Railroad Retirement Board
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	8	13	5	7	0	2	0	0	0	0	5	9	3	4
GS-3	21	79	13	47	0	4	0	0	0	1	13	52	8	27
GS-4	22	136	9	82	0	2	1	0	0	0	10	84	12	52
SUBTOTAL	51	228	27	136	0	8	1	0	0	1	28	145	23	83
GS-5	23	129	5	84	0	1	0	1	0	1	5	87	18	42
GS-6	10	58	3	22	0	2	0	0	0	0	3	24	7	34
GS-7	40	94	10	42	4	1	0	2	0	0	14	45	26	49
GS-8	24	105	2	20	0	2	0	2	0	0	2	24	22	81
SUBTOTAL	97	386	20	168	4	6	0	5	0	1	24	180	73	206
GS-9	40	76	3	33	2	0	1	0	1	0	7	33	33	43
GS-10	93	113	8	25	1	1	0	1	1	1	10	26	83	87
GS-11	78	68	10	16	1	0	0	1	0	0	11	17	67	51
GS-12	102	44	5	13	0	0	0	1	0	0	5	14	97	52
SUBTOTAL	313	323	26	85	4	1	1	3	2	1	33	90	280	233
GS-13	46	18	5	1	0	0	0	0	0	0	5	1	41	17
GS-14	27	4	2	1	0	0	1	0	0	0	3	1	24	3
GS-15	24	1	2	0	0	0	0	0	0	0	2	0	22	1
SUBTOTAL	97	23	9	2	0	0	1	0	0	0	10	2	87	21
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	8	0	2	0	0	0	0	0	0	0	2	0	6	0
TOTAL	566	960	84	391	8	15	3	8	2	3	97	417	469	543


Railroad Retirement Board
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Railroad Retirement Board
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Securities & Exchange Commission
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-2	5	11	4	6	0	0	0	0	0	0	4	6	1	5
GS-3	13	33	8	18	0	0	0	0	0	0	8	18	5	15
GS-4	29	82	16	35	2	2	1	0	0	0	19	37	10	45
SUBTOTAL	47	127	28	60	2	2	1	0	0	0	31	62	16	65
GS-5	18	134	11	57	0	2	0	1	0	0	11	60	7	74
GS-6	17	148	10	58	1	0	1	1	0	0	12	59	5	89
GS-7	27	97	12	43	0	0	0	1	0	1	12	45	15	52
GS-8	6	27	3	16	0	0	1	0	0	0	4	16	2	11
SUBTOTAL	68	406	36	174	1	2	2	3	0	1	39	180	29	226
GS-9	46	62	11	23	0	1	0	0	0	0	11	24	35	38
GS-10	2	5	1	3	0	0	0	0	0	0	1	3	1	2
GS-11	86	62	14	17	1	1	1	0	1	0	17	18	69	44
GS-12	189	65	14	10	2	0	4	0	0	0	20	10	169	55
SUBTOTAL	323	194	40	53	3	2	5	0	1	0	49	55	274	139
GS-13	308	60	17	9	5	0	1	2	0	0	23	11	285	49
GS-14	222	33	5	2	2	0	3	0	0	0	10	2	212	31
GS-15	134	14	7	0	0	0	1	0	0	0	8	0	126	14
SUBTOTAL	664	107	29	11	7	0	5	2	0	0	41	13	623	94
GS-16	7	0	1	0	0	0	0	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	8	0	1	0	0	0	0	0	0	0	1	0	7	0
SES	34	1	1	0	0	0	0	0	0	0	1	0	38	1
TOTAL	1149	835	135	298	13	6	13	5	1	1	162	310	987	525

Securities & Exchange Commission
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	1	0	1	0	0	0	0	0	0	0	1	1	0
GS-3	10	[illegible]	3	5	0	2	0	1	0	0	3	8	7	6
GS-4	17	6[illegible]	9	40	1	4	2	0	0	1	12	47	5	17
SUBTOTAL	28	79	12	46	1	6	2	1	0	1	15	56	13	23
GS-5	16	121	10	71	0	2	0	1	0	0	10	74	6	47
GS-6	13	141	9	72	2	3	1	0	0	0	12	75	1	66
GS-7	12	97	9	52	0	0	0	0	0	0	9	52	3	45
GS-[illegible]	3	25	0	14	0	0	0	0	0	0	0	14	3	11
SUBTOTAL	44	384	28	209	2	5	1	1	0	0	31	215	13	169
GS-9	26	61	10	18	0	1	2	2	0	0	12	21	14	30
GS-10	1	7	1	3	0	0	0	0	0	0	1	3	0	4
GS-11	61	56	11	11	1	0	0	1	0	1	12	13	49	43
GS-12	153	79	12	18	3	1	7	0	0	0	22	19	131	60
SUBTOTAL	241	193	34	50	4	2	9	3	[illegible]	1	47	56	194	137
GS-13	262	93	18	11	5	0	3	2	0	0	26	13	236	80
GS-14	123	32	8	3	2	0	1	1	0	0	11	4	112	48
GS-15	127	24	5	2	0	0	1	0	0	0	6	2	121	22
SUBTOTAL	512	149	31	16	7	0	5	3	0	0	43	19	469	150
GS-16	[illegible]	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	[illegible]	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	6	0	0	0	0	0	0	0	0	0	0	0	6	0
SES	37	7	1	0	0	0	0	0	0	0	1	0	36	7
TOTAL	868	832	106	321	14	15	17	8	0	2	137	346	731	486

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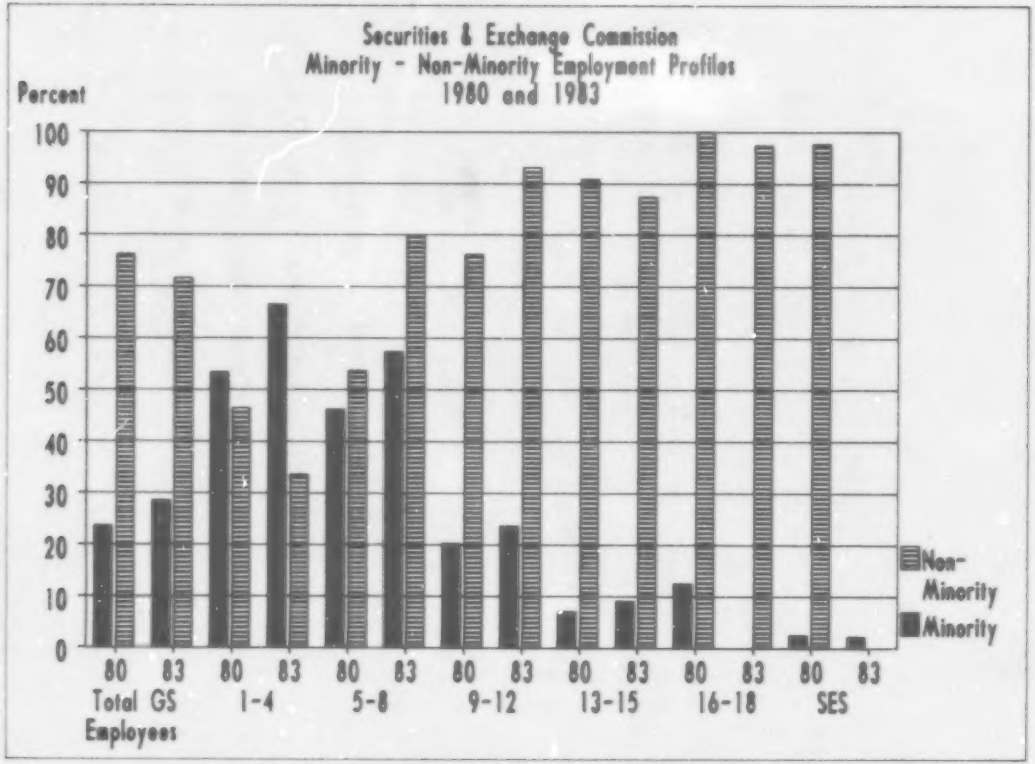
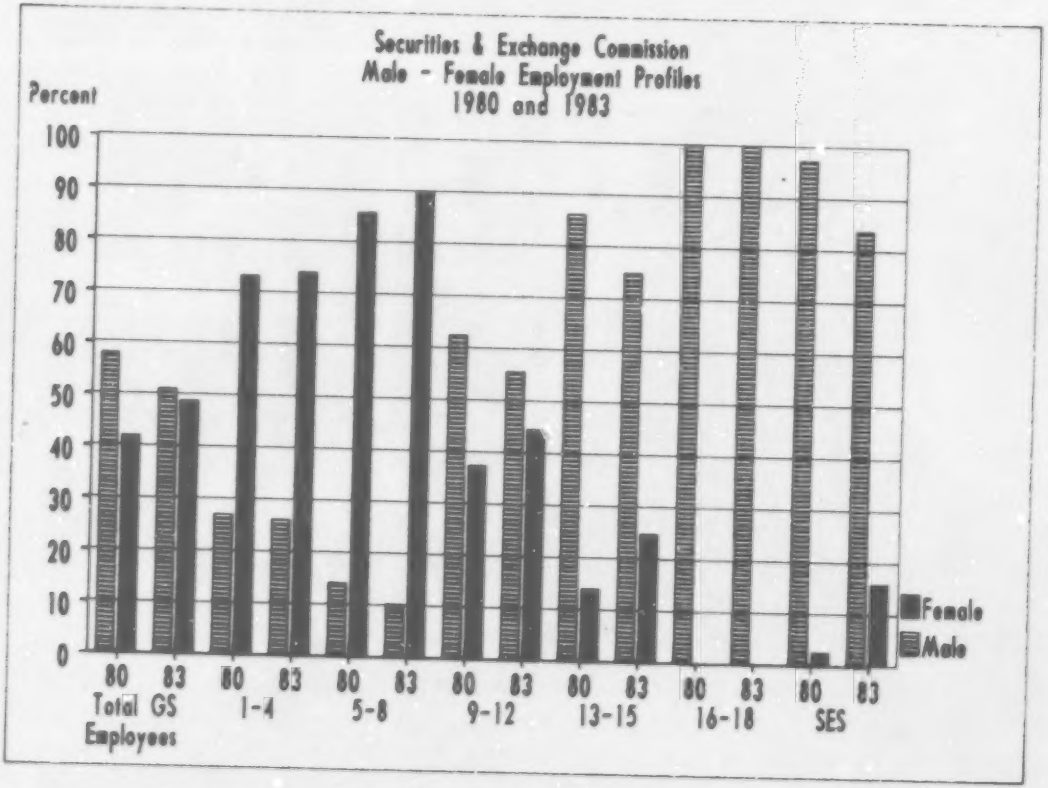

Securities & Exchange Commission
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority


Securities & Exchange Commission
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Female
Male

Selective Service System
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-4	0	9	0	2	0	0	0	0	0	0	0	2	0	7
SUBTOTAL	0	10	0	3	0	0	0	0	0	0	0	3	0	7
GS-5	1	4	0	2	1	0	0	0	0	0	1	2	0	2
GS-6	9	10	0	3	0	0	0	0	0	0	0	3	0	7
GS-7	2	7	1	4	0	0	0	0	0	0	1	4	1	3
GS-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	3	21	1	9	1	0	0	0	0	0	2	9	1	12
GS-9	1	4	1	1	0	0	0	0	0	0	1	1	0	3
GS-10	0	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-11	6	7	1	1	0	0	0	0	0	0	1	1	5	6
GS-12	4	4	1	0	0	0	0	0	0	0	1	0	3	4
SUBTOTAL	11	16	3	2	0	0	0	0	0	0	3	2	8	14
GS-13	8	2	0	0	0	0	0	0	0	0	0	0	8	2
GS-14	7	2	0	0	0	0	0	0	0	0	0	0	7	2
GS-15	8	1	0	1	0	0	0	0	0	0	0	1	8	0
SUBTOTAL	23	5	0	1	0	0	0	0	0	0	0	1	23	4
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	5	0	1	0	0	0	0	0	0	0	1	0	4	0
TOTAL	42	52	5	15	1	0	0	0	0	0	6	15	36	37

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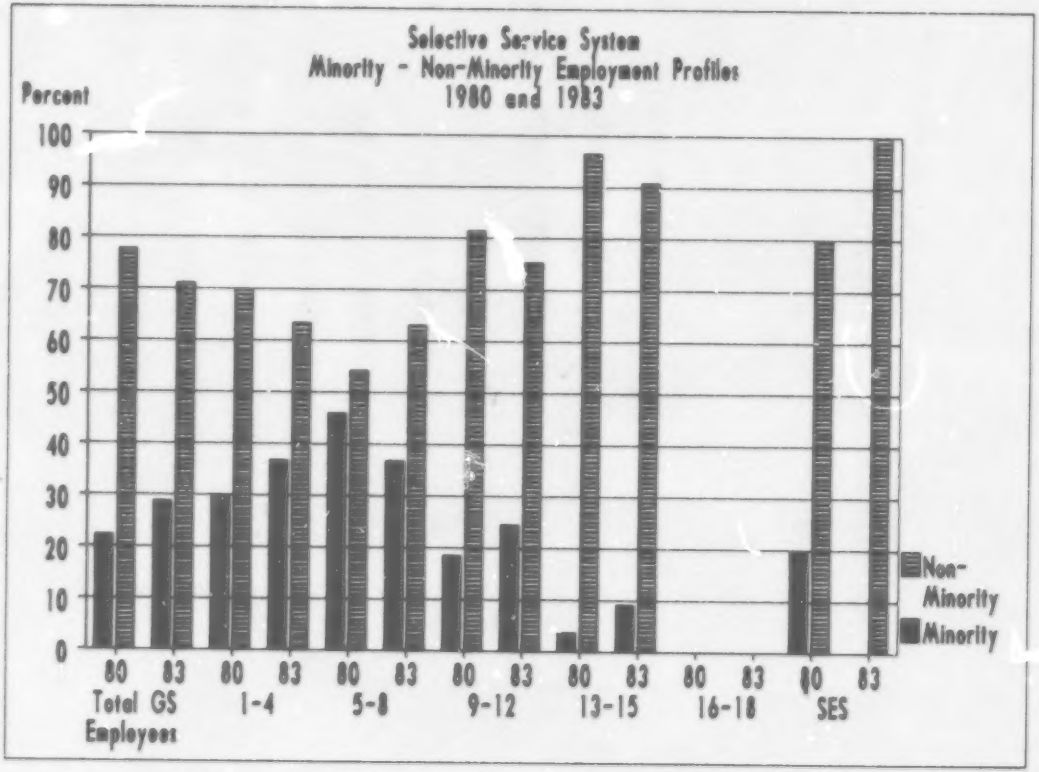
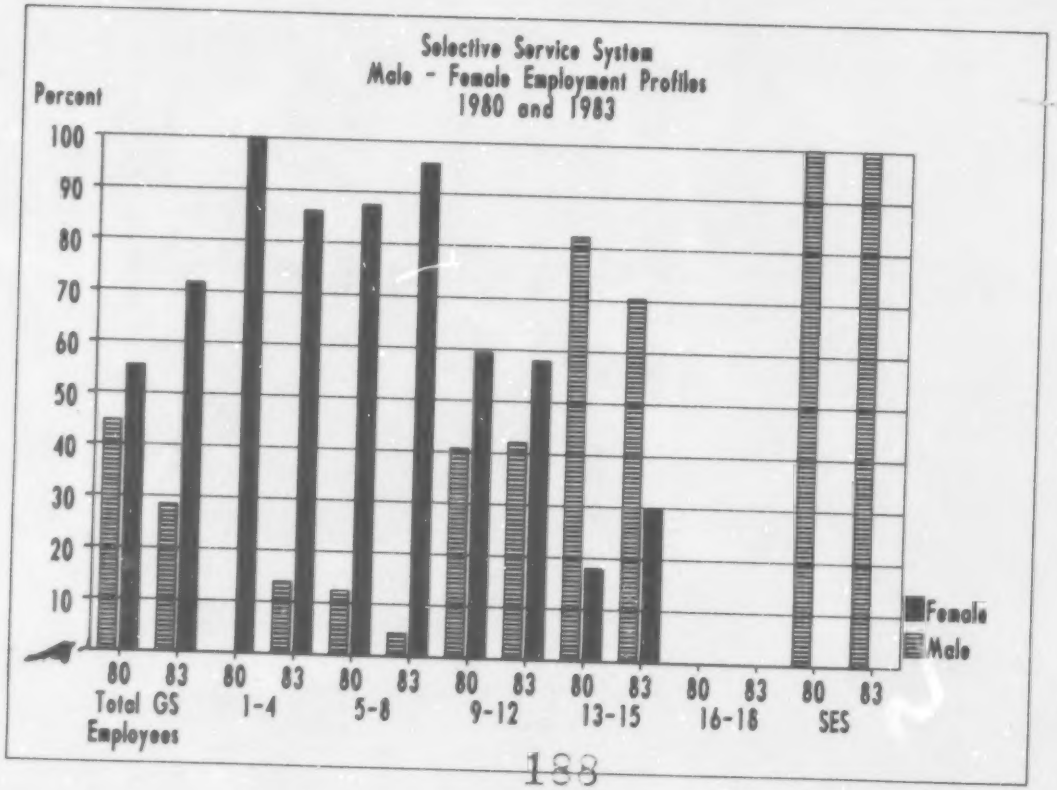
Selective Service System
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	13	1	3	0	0	0	1	0	0	1	4	[illegible]	9
GS-3	2	27	1	9	0	0	0	3	0	0	1	12	[illegible]	15
GS-4	8	28	3	7	0	0	0	1	0	0	3	8	5	20
SUBTOTAL	11	68	5	19	0	0	0	5	0	0	5	24	6	44
GS-5	2	12	0	2	0	0	0	0	0	0	0	2	2	10
GS-6	0	25	0	11	0	1	0	0	0	0	0	12	0	13
GS-7	1	24	1	8	0	0	0	0	0	0	1	8	0	16
GS-8	0	4	0	2	0	0	0	0	0	0	0	2	0	2
SUBTOTAL	3	65	1	23	0	1	0	0	0	0	1	24	2	41
GS-9	8	12	4	2	0	0	0	0	1	0	5	2	3	10
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11	12	12	5	0	0	0	0	0	0	0	5	0	7	12
GS-12	4	9	1	0	0	0	1	0	[illegible]	0	2	0	2	9
SUBTOTAL	24	33	10	2	0	0	1	0	1	0	12	2	12	31
GS-13	12	6	1	1	0	0	1	0	0	0	2	1	10	5
GS-14	12	7	0	0	0	0	1	0	0	0	1	0	11	7
GS-15	7	0	0	0	0	0	0	0	0	0	0	0	7	0
SUBTOTAL	31	13	1	1	0	0	2	0	0	0	3	1	28	12
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	2	0	0	0	0	[illegible]	0	0	0	0	0	0	2	0
TOTAL	71	179	17	45	0	1	3	5	1	0	21	51	50	128


Selective Service System
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

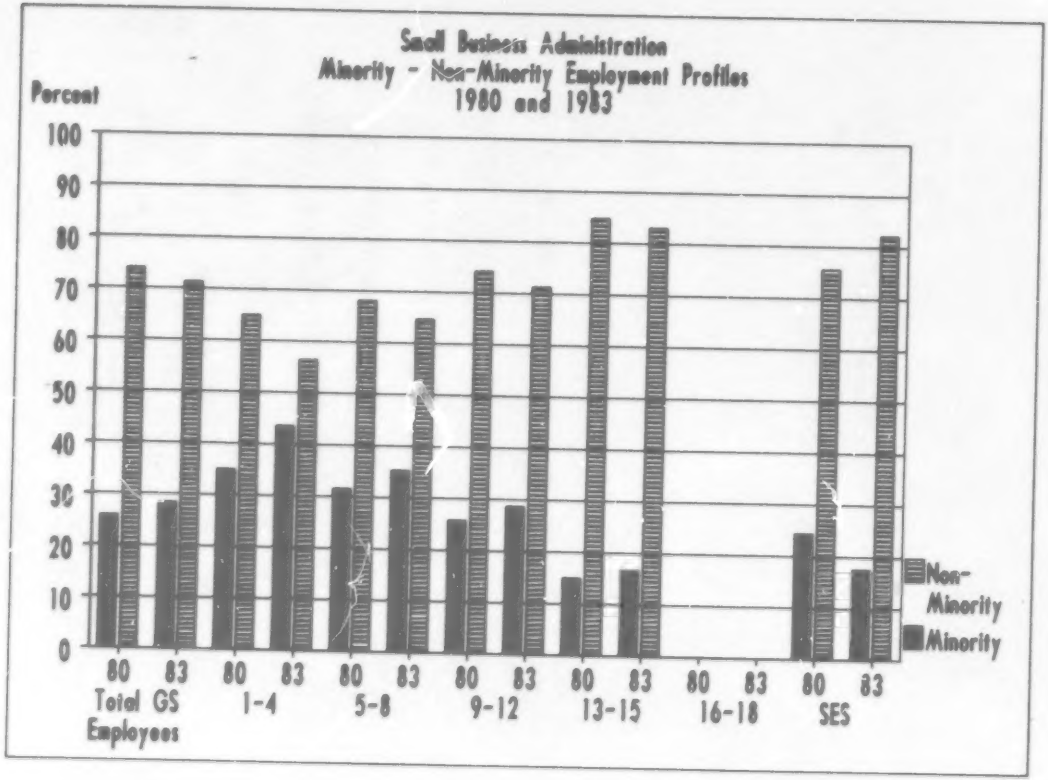

Selective Service System
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
80 83 Total GS Employees
80 83 1-4
80 83 5-8
80 83 9-12
80 83 13-15
80 83 16-18
80 83 SES
Female
Male

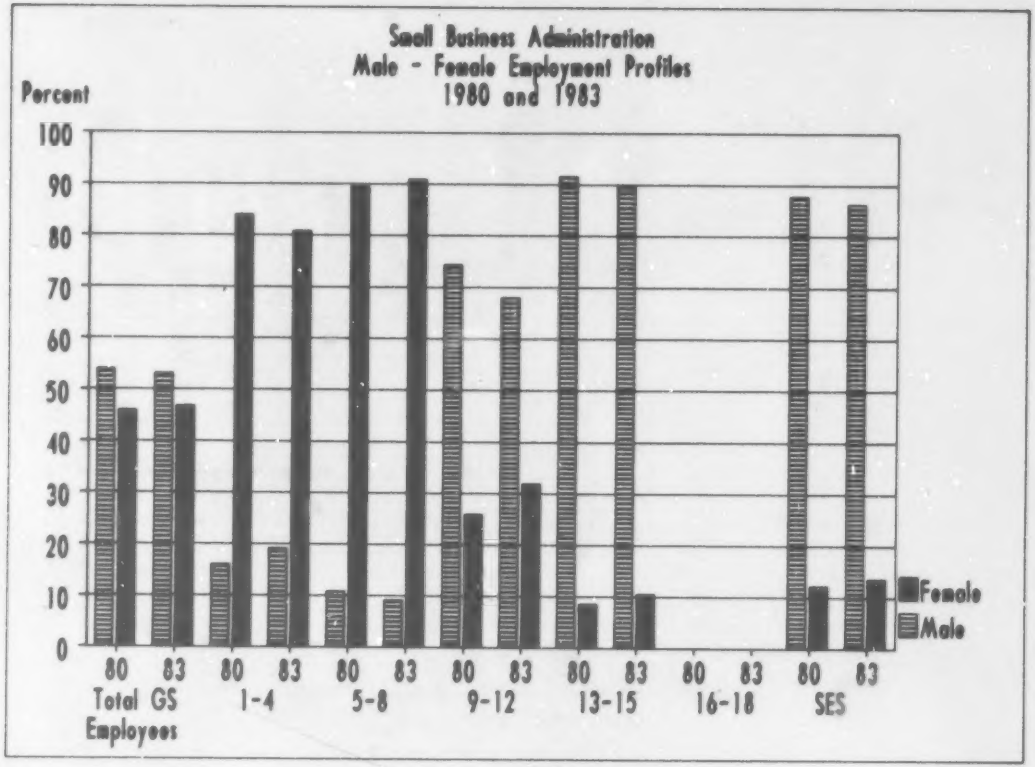
Small Business Administration
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	1	0	0	0	0	0	0	0	1	0	1
GS-2	2	10	1	5	0	0	0	0	0	0	1	5	1	5
GS-3	29	97	17	24	1	4	0	0	0	0	18	30	11	67
GS-4	61	372	18	82	5	31	3	6	0	1	26	120	35	252
SUBTOTAL	92	481	36	112	6	37	3	6	0	1	45	156	47	325
GS-5	57	409	7	77	4	24	1	9	0	3	14	113	43	296
GS-6	24	289	10	69	2	15	0	5	0	1	12	90	12	199
GS-7	45	324	15	78	4	19	3	10	0	0	17	107	28	217
GS-8	3	50	1	20	0	5	0	0	0	0	2	25	1	25
SUBTOTAL	129	1072	29	244	12	63	4	24	0	4	45	335	84	737
GS-9	74	112	12	35	6	7	1	1	1	1	22	44	52	68
GS-10	1	5	1	1	0	0	0	0	0	0	1	1	0	4
GS-11	196	119	35	31	20	6	6	4	1	0	62	41	134	78
GS-12	906	176	94	53	72	8	8	3	4	0	177	61	729	115
SUBTOTAL	1179	412	144	120	100	18	12	8	6	1	264	147	915	265
GS-13	548	57	48	10	22	4	8	3	3	0	81	17	459	40
GS-14	235	19	18	4	5	1	3	0	0	0	26	5	209	14
GS-15	203	16	19	2	7	0	3	0	2	0	31	2	172	14
SUBTOTAL	978	92	85	16	34	5	14	3	5	0	138	24	840	68
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	36	5	6	0	4	0	0	0	0	0	10	0	26	5
TOTAL	2414	2062	300	492	156	123	33	41	13	6	502	662	1912	1400

Small Business Administration
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-2	2	13	0	5	0	2	1	0	0	0	1	7	1	6
GS-3	16	58	11	17	1	1	0	1	0	0	12	19	4	39
GS-4	48	211	20	63	4	19	1	6	0	0	25	88	23	123
SUBTOTAL	67	282	31	85	5	22	2	7	0	0	38	114	29	168
GS-5	37	329	9	63	5	26	1	5	0	2	15	96	22	233
GS-6	26	234	5	74	1	13	0	4	0	1	6	92	20	142
GS-7	30	359	8	92	1	28	1	5	0	1	10	126	20	233
GS-8	4	44	2	24	0	4	0	0	0	0	2	28	2	16
SUBTOTAL	97	966	24	253	7	71	2	14	0	4	33	342	64	624
GS-9	43	103	6	32	3	8	2	2	0	0	11	42	32	61
GS-10	3	2	0	1	2	0	0	0	0	0	2	1	1	1
GS-11	91	110	23	33	5	11	2	2	0	1	30	47	61	63
GS-12	822	236	95	59	84	14	7	4	7	2	193	79	629	157
SUBTOTAL	959	451	124	125	94	33	11	8	7	3	236	169	723	282
GS-13	511	69	51	17	24	2	9	3	0	0	84	22	427	47
GS-14	201	20	12	3	11	1	2	0	0	0	25	4	176	16
GS-15	183	16	15	3	8	0	4	0	3	0	30	3	153	13
SUBTOTAL	895	105	78	23	43	3	15	3	3	0	139	29	756	76
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	44	7	3	0	5	1	0	0	0	0	8	1	36	6
TOTAL	2062	1811	260	486	154	130	30	32	10	7	454	655	1608	1156


Small Business Administration
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 Total GS Employees
80 83 1-4
80 83 5-8
80 83 9-12
80 83 13-15
80 83 16-18
80 83 SES
Non-Minority
Minority


Small Business Administration
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

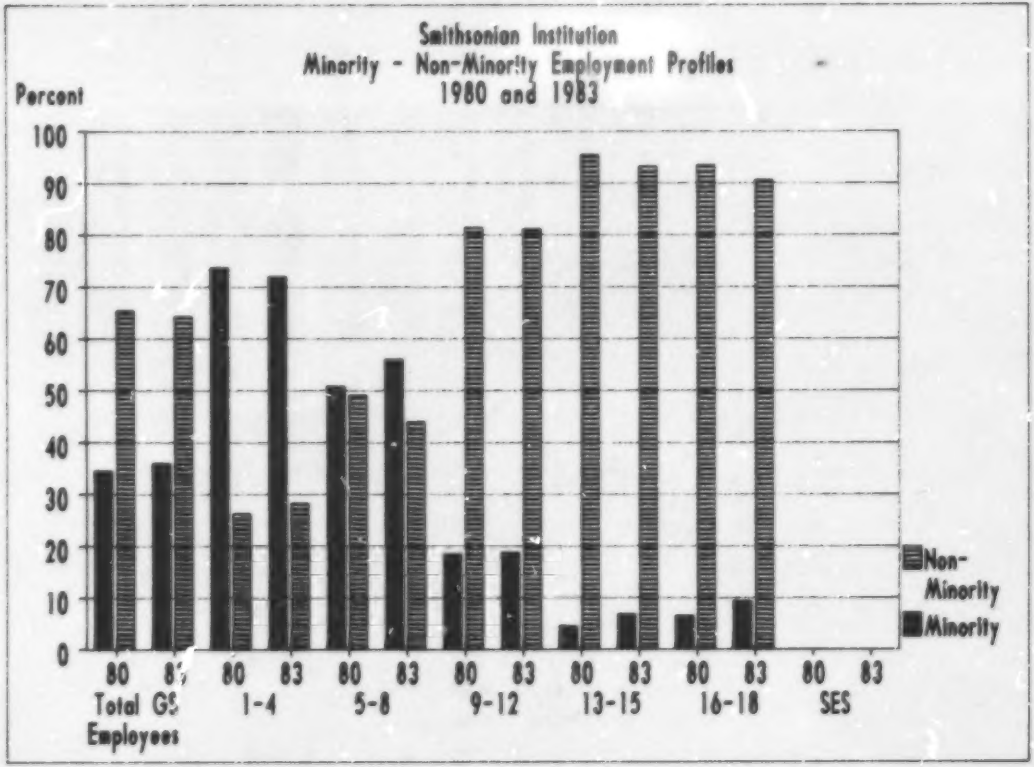
Smithsonian Institution
(1980 EMPLOYMENT PROFILE)

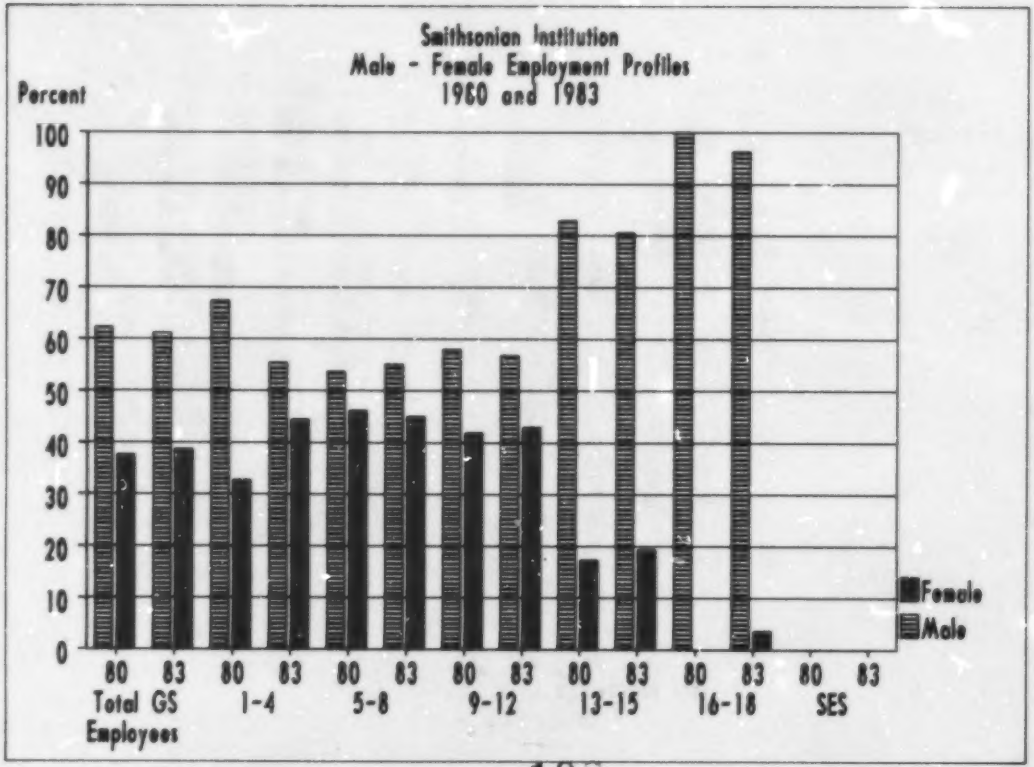
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	4	5	1	2	0	3	0	0	0	0	1	5	0	0
GS-3	35	17	22	11	9	2	0	0	0	0	31	13	4	4
GS-4	143	65	105	30	9	2	0	0	0	0	114	32	29	33
SUBTOTAL	179	87	128	43	18	7	0	0	0	0	146	50	33	37
GS-5	295	155	214	51	8	2	3	2	0	0	225	55	70	100
GS-6	2[illegible]	104	14	39	0	2	1	1	0	1	15	43	13	61
GS-7	151	128	78	24	1	4	0	2	0	0	79	30	72	98
GS-8	21	41	9	11	1	1	0	0	0	0	10	12	11	29
SUBTOTAL	495	428	315	125	18	9	4	5	0	1	329	140	166	288
GS-9	146	144	33	21	1	1	1	2	0	0	35	24	111	120
GS-10	4	11	0	2	0	0	0	0	0	0	0	2	4	9
GS-11	149	99	24	9	1	0	3	3	1	1	29	13	120	86
GS-12	132	59	19	9	4	1	2	0	0	0	25	10	107	49
SUBTOTAL	431	313	76	41	6	2	6	5	1	1	89	49	342	264
GS-13	128	44	6	2	1	1	0	0	0	0	7	3	121	41
GS-14	92	19	1	0	0	1	0	0	0	0	1	1	91	18
GS-15	119	8	5	0	2	0	0	0	0	0	7	0	112	8
SUBTOTAL	339	71	12	2	3	2	0	0	0	0	15	4	324	67
GS-16	25	0	0	0	0	0	1	0	0	0	1	0	24	0
GS-17	11	0	0	0	0	0	1	0	0	0	1	0	10	0
GS-18	9	0	1	0	0	0	0	0	0	0	1	0	8	0
SUBTOTAL	45	0	1	0	0	0	2	0	0	0	3	0	42	0
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1489	899	532	211	37	20	12	10	1	2	582	243	907	656

189

Smithsonian Institution
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-2	9	7	1	5	6	0	0	0	0	0	7	5	2	2
GS-3	17	20	8	12	7	0	0	0	0	0	15	12	2	8
GS-4	100	76	78	42	4	3	0	0	0	0	82	45	18	31
SUBTOTAL	128	103	87	59	17	3	0	0	0	0	104	62	24	41
GS-5	343	137	242	55	16	3	9	1	0	1	267	60	76	77
GS-6	37	88	17	42	2	2	1	1	0	1	20	46	17	42
GS-7	128	163	69	41	0	4	0	2	0	0	69	47	59	116
GS-8	22	45	14	15	1	1	0	0	0	0	15	16	7	29
SUBTOTAL	530	433	342	153	19	10	10	4	0	2	371	169	159	264
GS-9	163	144	47	21	2	2	1	3	0	0	30	26	113	118
GS-10	3	3	0	1	0	0	0	0	0	0	0	1	3	2
GS-11	162	112	22	12	1	0	3	2	1	1	27	15	135	97
GS-12	128	86	16	10	2	2	2	0	0	0	20	12	108	74
SUBTOTAL	456	345	85	44	5	4	6	5	1	1	97	54	359	291
GS-13	128	50	9	7	4	0	2	1	0	0	15	8	113	42
GS-14	101	19	2	0	0	1	1	0	0	0	3	1	98	18
GS-15	127	17	1	0	1	1	0	0	0	0	2	1	125	16
SUBTOTAL	356	86	12	7	5	2	3	1	0	0	20	10	336	76
GS-16	34	1	3	0	0	0	1	0	0	0	4	0	30	1
GS-17	10	1	0	1	0	0	0	0	0	0	0	1	10	0
GS-18	7	0	0	0	0	0	0	0	0	0	0	0	7	0
SUBTOTAL	51	2	3	1	0	0	1	0	0	0	4	1	47	1
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1521	969	529	264	46	19	20	10	1	3	596	296	925	673


Smithsonian Institution
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83
Total GS Employees
80 83
1-4
80 83
5-8
80 83
9-12
80 83
13-15
80 83
16-18
80 83
SES
Non-Minority
Minority


Smithsonian Institution
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

U.S. Information Agency
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	15	0	13	0	1	0	0	0	0	0	14	1	1
GS-2	6	25	2	16	0	0	0	0	0	0	2	16	4	9
GS-3	12	60	9	49	0	1	0	0	0	0	9	50	3	10
GS-4	22	93	13	62	0	2	0	0	0	0	13	64	9	29
SUBTOTAL	41	193	24	140	0	4	0	0	0	0	24	144	17	49
GS-5	44	109	28	61	0	0	0	1	0	0	28	62	16	47
GS-6	33	145	21	84	0	1	0	0	0	0	21	85	12	60
GS-7	28	150	13	87	1	3	2	1	0	0	16	91	12	59
GS-8	9	51	7	26	0	0	0	1	0	0	7	27	2	24
SUBTOTAL	114	455	69	258	1	4	2	3	0	0	72	265	42	190
GS-9	45	102	14	34	1	4	1	3	0	0	16	41	29	61
GS-10	45	7	2	2	0	0	0	0	0	0	2	2	43	5
GS-11	123	98	7	28	3	1	26	3	0	0	36	32	87	66
GS-12	160	97	11	18	5	2	10	2	0	0	26	22	134	75
SUBTOTAL	393	304	34	82	9	7	37	8	0	0	80	97	313	207
GS-13	128	51	4	3	6	3	4	1	0	0	14	7	114	44
GS-14	44	12	4	1	0	0	2	0	0	0	6	1	38	11
GS-15	12	7	0	0	0	0	0	0	0	0	0	0	12	7
SUBTOTAL	204	70	8	4	6	3	6	1	0	0	20	8	184	62
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SES	13	2	0	0	1	0	0	0	0	0	1	0	12	2
TOTAL	767	1024	135	484	17	18	45	12	0	0	197	514	570	510

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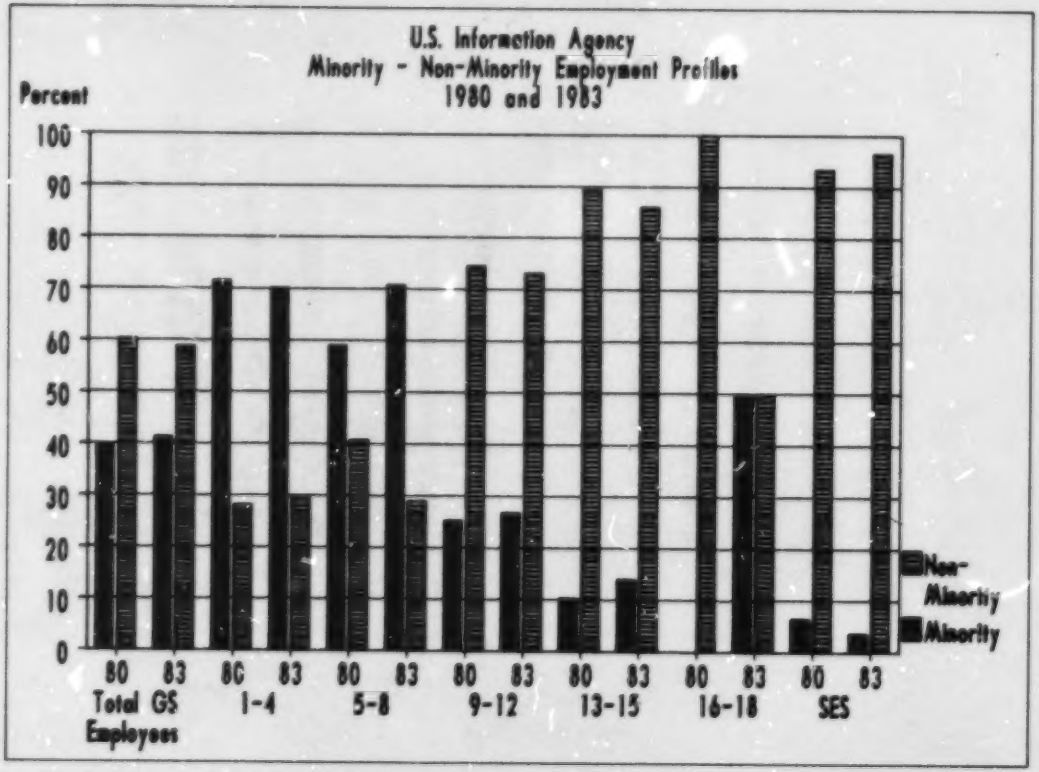
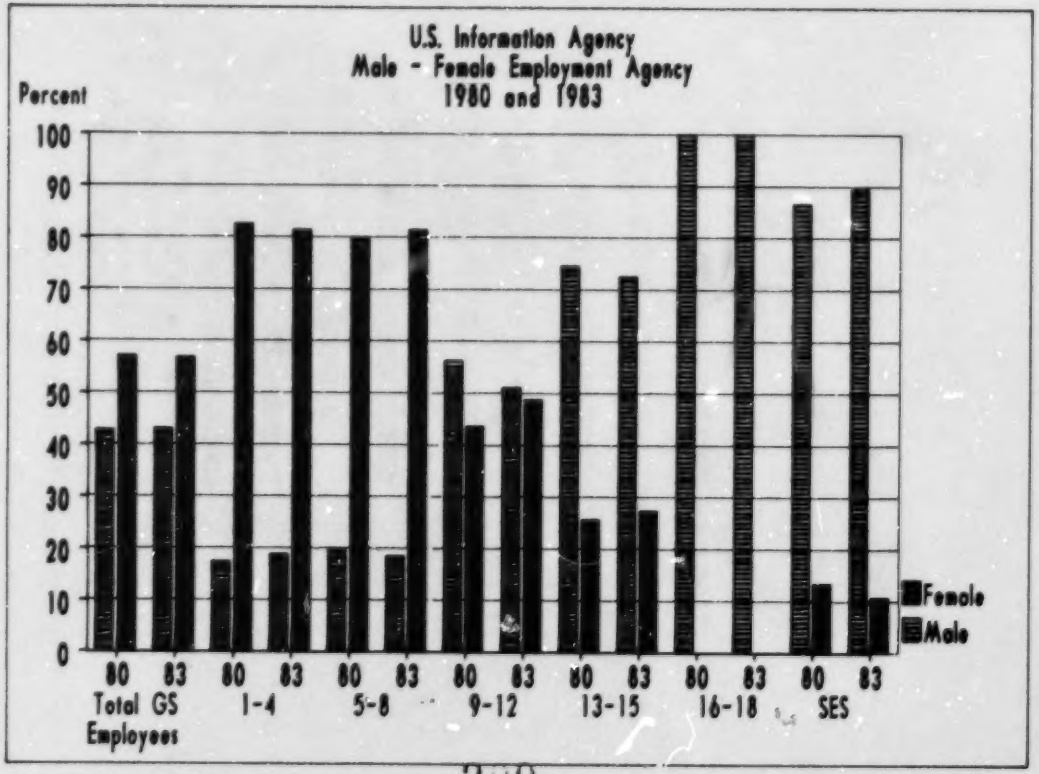
U.S. Information Agency
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	19	6	8	0	0	0	0	0	0	6	8	0	11
GS-2	5	19	3	15	0	0	0	0	0	0	3	15	2	4
GS-3	13	46	8	30	0	0	0	0	0	0	8	30	5	16
GS-4	18	98	12	74	0	1	0	0	0	0	12	75	6	23
SUBTOTAL	42	182	29	127	0	1	0	0	0	0	29	128	13	54
GS-5	33	107	26	79	0	2	1	0	0	0	27	81	6	26
GS-6	36	179	25	133	0	4	0	0	0	0	25	137	11	42
GS-7	39	190	20	17	2	5	1	1	0	0	23	123	16	67
GS-8	12	42	11	28	0	1	0	0	0	0	11	29	1	13
SUBTOTAL	120	324	82	357	2	12	2	1	0	0	86	370	34	154
GS-9	30	122	7	47	2	3	2	1	0	0	11	51	19	71
GS-10	14	12	4	5	0	0	0	0	0	0	4	5	10	7
GS-11	162	125	15	31	3	2	26	6	0	0	44	39	118	86
GS-12	229	154	7	22	7	5	28	6	0	0	42	33	187	123
SUBTOTAL	435	415	33	105	12	10	56	13	0	0	101	128	334	287
GS-13	177	84	10	10	9	2	11	2	0	0	30	14	147	70
GS-14	95	30	5	1	0	0	1	0	0	0	6	1	89	29
GS-15	52	8	5	1	3	1	1	0	0	0	9	2	43	6
SUBTOTAL	324	122	20	12	12	3	13	2	0	0	45	17	279	105
GS-16	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	2	0	1	0	0	0	0	0	0	0	1	0	1	0
SES	25	3	0	0	0	1	0	0	0	0	0	1	25	2
TOTAL	948	1246	165	601	26	27	71	16	0	0	262	644	686	602


U.S. Information Agency
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

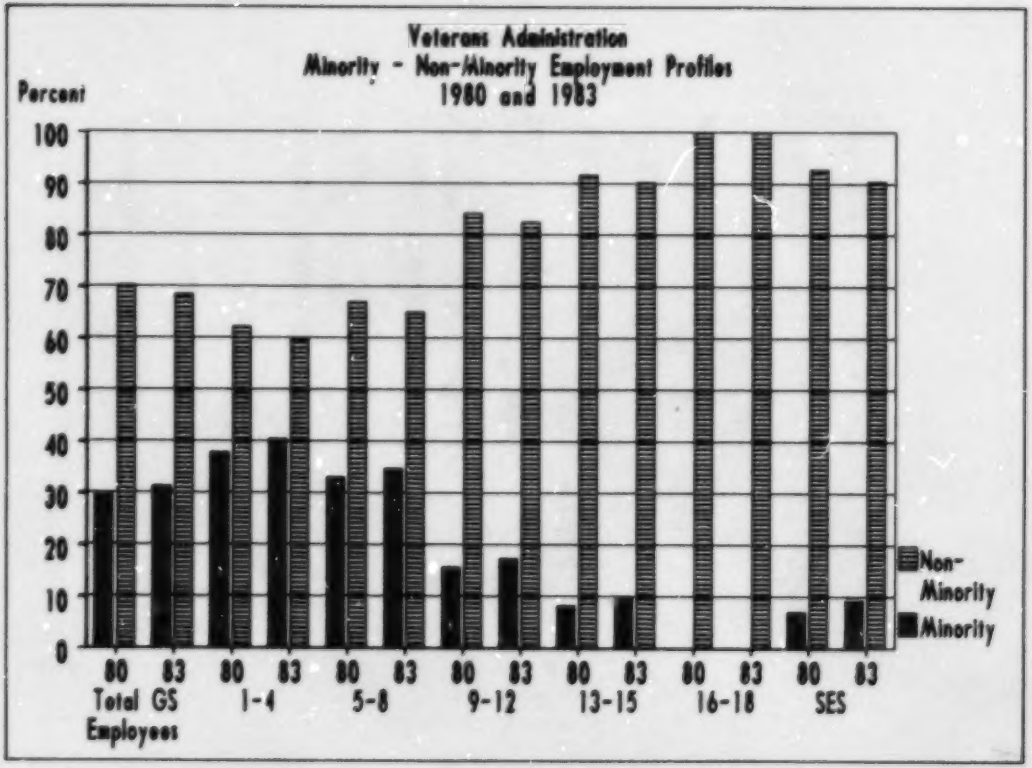

U.S. Information Agency
Male - Female Employment Agency
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Female
Male

Veterans Administration
(1980 EMPLOYMENT PROFILE)

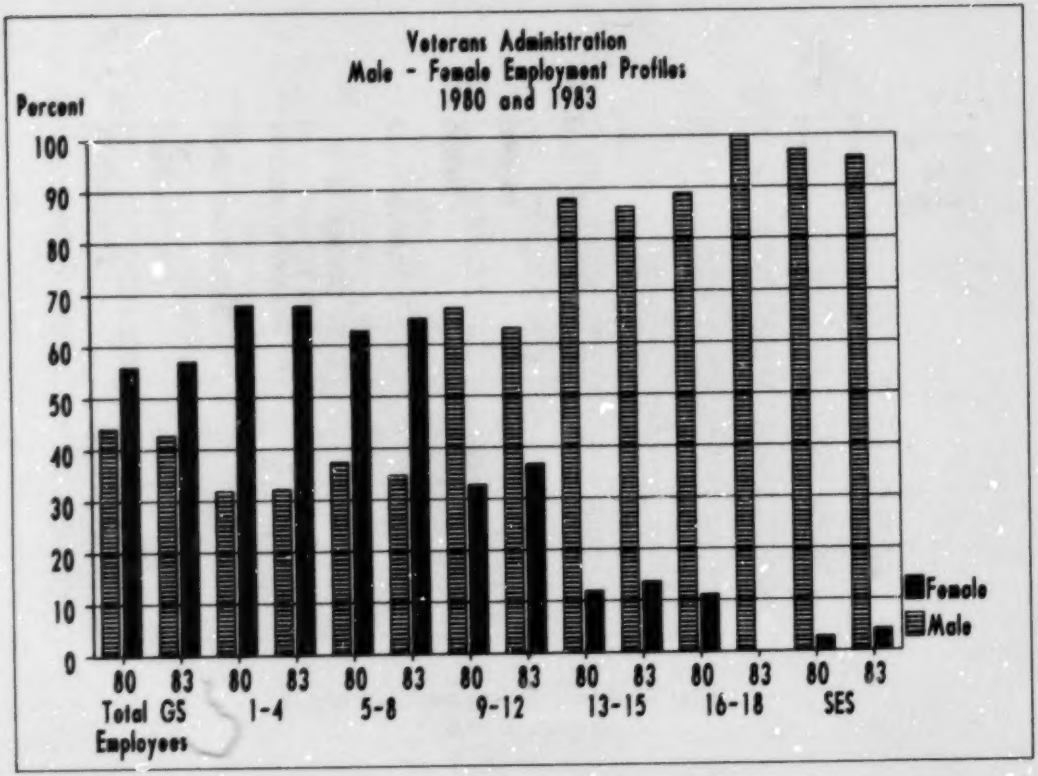
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	62	106	30	44	1	1	0	0	1	2	32	47	30	58
GS-2	445	625	198	239	25	34	1	3	7	2	231	298	214	327
GS-3	4132	8438	1490	1884	243	137	45	30	18	7	1996	2028	2136	3410
GS-4	8564	21815	2968	6782	439	515	88	139	27	63	3509	7469	5055	14346
SUBTOTAL	13203	27985	4903	8909	708	687	134	172	53	74	5768	9842	7435	18141
GS-5	9920	20168	3512	6143	427	391	73	148	24	43	4036	6745	5884	13423
GS-6	4284	6381	1389	2029	190	126	41	53	14	16	1634	2224	2650	4157
GS-7	4184	5386	851	912	206	124	65	123	16	9	1138	1168	3066	4218
GS-8	1243	1044	213	180	49	12	17	10	2	3	281	205	962	839
SUBTOTAL	19631	32979	5918	9264	872	653	196	334	56	91	7039	10342	12592	22637
GS-9	5643	4230	717	656	178	106	72	113	10	6	977	881	4666	3349
GS-10	1300	465	150	45	39	2	9	12	3	1	201	60	1099	405
GS-11	5837	2729	480	436	147	84	77	64	18	4	692	588	5145	2171
GS-12	4356	965	283	188	78	12	67	24	15	1	433	192	3923	773
SUBTOTAL	17136	8389	1600	1292	442	174	215	213	46	12	2303	1691	14833	6698
GS-13	3683	884	148	67	50	9	45	11	6	3	266	90	3417	444
GS-14	1018	108	49	14	9	0	12	0	3	0	73	14	942	89
GS-15	418	36	23	3	2	2	6	1	2	0	33	6	385	30
SUBTOTAL	5116	698	237	84	61	11	63	12	11	3	372	112	4744	583
GS-16	6	0	0	0	0	0	0	0	0	0	0	0	6	0
GS-17	1	1	0	0	0	0	0	0	0	0	0	0	1	1
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	8	1	0	0	0	0	0	0	0	0	0	0	8	1
SES	244	7	12	2	2	0	2	0	0	0	16	2	228	5
TOTAL	55340	70054	12667	19583	2085	1525	580	731	166	180	18498	21989	39842	48065

Veterans Administration
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	50	87	18	33	1	5	1	0	1	1	21	39	29	48
GS-2	277	388	140	134	10	13	1	3	2	42	153	192	124	196
GS-3	3365	4101	1346	1464	187	150	48	33	36	23	1617	1670	1748	2431
GS-4	8403	20826	3087	6939	450	580	73	157	63	113	3673	7789	4730	13037
SUBTOTAL	12095	25402	4591	8570	648	748	123	193	102	179	5464	9690	6631	15712
GS-5	9898	22490	3486	7251	452	583	106	238	57	109	4101	8181	5796	14309
GS-6	4132	6922	1344	2204	217	151	57	67	23	34	1641	2456	2491	4466
GS-7	4134	5812	864	1088	230	139	94	158	17	23	1205	1388	2929	4424
GS-8	1267	1166	230	212	66	34	24	11	3	6	323	263	944	903
SUBTOTAL	19478	36390	5924	10755	965	827	281	484	100	172	7270	12288	12158	24182
GS-9	8321	8053	729	778	183	129	101	172	29	10	1042	1089	4579	3964
GS-10	1273	488	141	52	38	6	9	16	6	0	194	74	1079	414
GS-11	6284	3333	532	562	189	82	124	126	21	8	866	778	5418	2555
GS-12	4446	1269	290	192	108	21	75	24	17	3	490	240	3976	1029
SUBTOTAL	17344	10143	1692	1584	518	238	309	338	73	21	2592	2181	14752	7962
GS-13	3815	671	189	80	58	10	84	15	9	2	340	107	3475	564
GS-14	1133	145	42	25	16	1	16	1	4	1	98	28	1035	117
GS-15	456	45	21	4	6	3	7	2	2	0	36	9	420	36
SUBTOTAL	5404	861	272	109	80	14	107	18	15	3	474	144	4930	717
GS-16	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	7	0	0	0	0	0	0	0	0	0	0	0	7	0
SES	131	6	7	1	2	0	2	0	1	0	12	1	119	5
TOTAL	54409	72802	12486	21019	2213	1827	822	1003	291	375	15812	24224	38597	48578


Veterans Administration
Minority - Non-Minority Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES
Non-Minority
Minority

199


Veterans Administration
Male - Female Employment Profiles
1980 and 1983
Percent
100
90
80
70
60
50
40
30
20
10
0
Female
Male
80 83 80 83 80 83 80 83 80 83 80 83 80 83
Total GS Employees
1-4
5-8
9-12
13-15
16-18
SES

20H